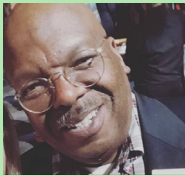


IMMANUEL CHURCH-ON-THE-HILL Annual Report 2020





The Immanuel Church-on-the-Hill

VESTRY

(Front row, left to right: Hartley Hobson Wensing, Kathryn Jackson Haskin (Junior Warden, Buildings and Grounds), Jamie Conrad, Darrell Wilson, Shawn Whitman. Back row, left to right: Chandley MacDonald, The Rev. Randy Alexander, Phyllis Sims, Francine Wargo, The Rev. Susan Parsons, Dr. A. Sandra Graham, Keith June (Senior Warden), Danette “Dani” Kauffman, Martha Shimkin (Junior Warden, Administration).

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MINUTES OF THE IMMANUEL CHURCH-ON-THE-HILL

Annual Meeting

January 26, 2020

1. Minutes of 2019 meeting

Motion to approve from Tom Brown; seconded by Laura Snow; passed by voice vote.

2. Election of new Vestry members

- Sandra Graham
- Phyllis Simms (in Texas)
- Shawn Whitman
- Darryl Wilson

Martha Shimkin moved; Kevin Wensing seconded; approved by acclamation. Offered our thanks and prayers.

3. Thank you to departing Vestry members

- Karen Besser (in Maine)
- Jim Clausen
- Mark Fearer
- Jim Wise (Senior Warden)

All were presented with drawings by Tom Kerns.

Applauded by all.

4. Rector's Report

Largely presented via the sermon. Essence is two points:

- Two areas of challenge:

- Outer-directed/evangelism – Need to grow the Parish to replace deaths and relocation and to address spiritual hunger for community and relationship with God

- Inner-direction/growth in discipleship – Church as a community, rather than a place; spiritual growth rather than stasis or completion.

5. Music Director's Report

6. New Associate Rector

Randy introduced the Rev. Susan Parsons, our new part-time Associate Rector. She will have a focus on seniors, pastoral visitation, and study/retreats.

The search continues for full-time Assistant Rector.

7. Senior Warden

Randy thanked Jim Wise for his service. Jim thanked the Parish for their support and encouraged everyone to consider Vestry service in the coming years. He also recognized Jeannie Cummins for stepping in without prior notice as Senior Warden previously. Finally, he directed the congregation to the letter commending Randy for his extraordinary and cheerful service in the face of family challenges and clergy departures.

8. Junior Warden

Keith June remembered the story of Bill Kilpatrick and his influence in leading him to be engaged in Parish life. He described how service on the Vestry had given him more than he gave, and he urged everyone to become more engaged.

9. Vestry Steward Reports

Randy recognized the amount of effort that the various stewards had invested in their reports and urged folks to read them.

10. Laura Snow

Randy read a resolution by the Vestry recognizing Laura's faithful service as Treasurer and her repeatedly stepping back in to help her successors.

11. Treasurer's Report

Tom reiterated the thanks to Laura. He said he was pleased to announce our ending 2019 with a surplus, in part due to clergy departures, more pledge income than anticipated, and greater rental income than expected. He thanked Kathryn Haskins for doing such great work on the physical plant and yet coming in under budget.

For 2020, we are anticipating a budget of \$675,000 (\$30,000 more than last year), due to the excellent work of Dani Kauffman and the Stewardship Committee. This will allow us to increase our diocesan pledge to \$80,000. The fact that we will not have a full-time Assistant Rector on payroll till June will produce additional savings. The Vestry proposes to use these savings to increase maintenance reserve by \$25,000 and the operating reserve by nearly \$12,000. Jim Snow noted that our Outreach budget is funded entirely off-budget, by pumpkin revenues, rather than from pledge income.

12. Board of Trustees Report

Brad Ashton noted that his written report was still in the works due to delays in getting 2019 year-end results from the Trustees of the Funds, the Diocesan entity that manages about \$90 million in Virginia church assets. Brad thanked his fellow trustees of the single, consolidated Trust Fund, who meet quarterly. In 2019, the Trusts grew by about \$140,000 (~16%) last year, ending with about \$1 million. Brad also summarized the physical plant improvements that were enabled by disbursements of income from the Trust.

13. Planned Giving Committee

Randy read the names of the members of the Zabriskie Society, parishioners who have named Immanuel in their wills.

14. Parish Milestones

Randy directed folks' attention to these.

15. Congregational Comments

- Mark Fearer commended the church for studying, jointly with VTS, the prospect of installing solar panels on our properties.
- Tom Brown urged us to spend some of the Memorial Garden funds to build a new wall to display the plaques listing the people interred there. Randy described the work being done on that idea, as well as potentially a columbarium. Kathryn Haskins noted that Kevin Kirby is leading work in this area. She also thanked Chris von Schoening for her continuing work on the garden.
- Jackie Phillips thanked Karen Besser for her work as Vestry Steward for Senior Ministries in 2019.
- John Smith thanked Aleta Powell for all her work for the Parish.
- Randy thanked our Priests Associate.
- Candy Levin thanked the Flower Guild for decorating the two sanctuaries so beautifully every Sunday.
- Carrie Cuddy thanked Hartley Wensing and all of the other parents and parishioners who stepped up in the

wake of Father John Hogg's departure for his new role as Associate Rector, All Saints Richmond, to make Children, Youth & Family Ministries continue well.

- Keith June thanked all the volunteers who step up without being asked, or recognized, to unload pumpkins.
- Mark Fearer thanked Francine Wargo for her work on communications.
- Rosi Urbine thanked the members of the Altar Guild.
- Susan Gildersleeve pointed out that volunteering for church responsibilities leads to personal growth that we can't anticipate.

The Rev. Susan Parsons led a concluding prayer.

Respectfully submitted,



Jamie Conrad
Registrar

2021 CANDIDATES FOR VESTRY AND THEIR SURVEY RESPONSES

This year, Immanuel Church-on-the-Hill decided to ask our 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 that begin on the next page, prior to voting.

David Atwood



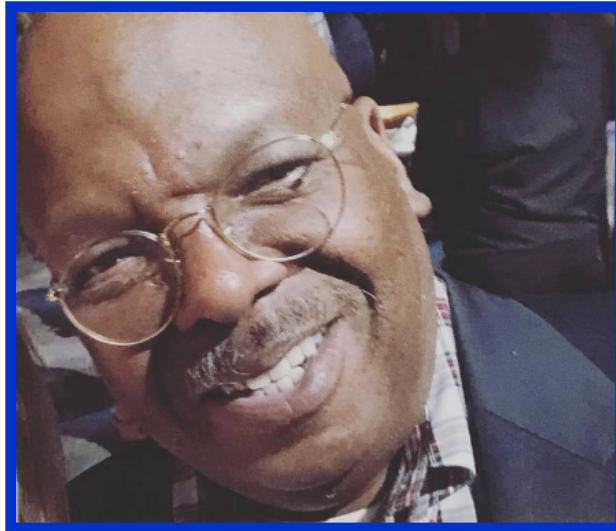
How long have you worshipped at Immanuel? Any other family members who worship here? My wife, Nancy, and I started worshipping at Immanuel in Winter 2005 when our car broke down. We walked from Fairlington. We were part of The Falls Church -- too far to walk -- and had become confused and uncomfortable in the midst of controversies over sexuality and the Bible. That cold Sunday morning, we received the wonderful welcome so many receive when they first set foot in Immanuel. After dividing our time between the two churches for a year, we joined Immanuel.

What are some parish activities or ministries that have captured your time and talents? AND Please name something you find very valuable/something you love about Immanuel. I love knowing that people at Immanuel are praying for our friends and family on the prayer list (and for us as well when one of us needs comfort or healing). I have loved being part of various small groups. Small groups have been an important part of my faith life since before I made a commitment to Jesus in 1994, and are what in fact drew me closer to making that commitment. The fellowship and sharing in the Immanuel Benedictine community, School for the Spirit, men's fishing trips and small groups, Holy Cross retreats, and Bible studies help me grow; they raise and answer new questions, showing me how God may be speaking through Scripture to other people in ways I wouldn't have imagined, and providing a space of trust and love.

It's been a wonderful privilege to be part of the Carpenter's shelter meal preparation team (before COVID-19), on the Rev. Halim Shukair's lay committee and on the advisory search committee that concluded with the arrival of the Rev. Sam Sheridan and the Rev. Susan Parsons. One of the highlights of my faith life was being part of the trip to the Holy Land that Father Randy led. I also want to acknowledge God's generous provision, and the people who stepped up, to make the Pumpkin Patch happen this year. I love the Pumpkin Patch for modeling Christian community - involving all generations; involving friends as well as strangers; providing opportunities for evangelism and welcoming; helping both suppliers and recipients; using the gifts and talents of everyone who wants to participate; tithing (with more than 10% of the church budget going to outreach); and doing this all in Christian witness and in joy.

What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service? I am trying to be attentive to where I can be helpful on the Vestry, without any particular goals or objectives at this point. It's possible that some of my experience in government; in living in Muslim countries; in worshipping in conservative and liberal, liturgical and non-liturgical communities; and in poverty, hunger, and jail ministry may be useful. I have had a heart for -- but not done very much about -- reaching across divides for some time, whether that's in interfaith dialogue, reaching out to more conservative believers, or to communities distant from our own economically or ethnically. God can empower us for "the good works He has prepared in advance for us to do," and God can surprise us by taking us outside of the things we think we may be suited for.

How would you view serving on the Vestry as a ministry, as part of your Christian journey? Serving my church is one small way to glorify God. Some issues that any Vestry deals with (administrative, money, etc) are similar to workplace challenges, with the difference that we work together -- in love and gentleness, informed by God's love and forbearance for us -- to find the right solution or approach with God's help while shining God's love beyond ourselves and into the world.



Harrison Clark

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

I have worshipped at Immanuel since late 1997.

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

I am a eucharistic lay minister. I have been a pumpkin patch volunteer and done food distribution with ALIVE!

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

I love the commitment of our members to live up to the name, "Immanuel," by sponsoring the many outreach programs that show the community "God [is] with us."

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

I don't know of any specific gifts or talents that I have. But I do know that my goal is to serve God in whatever way I can. And whatever task I am given, I will do it to best of my ability and to His glory.

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

The Church has always been a major part of my life, but I have not been as involved in Immanuel as I would like to be. I tend to be introverted and introspective. I believe that serving on the Vestry will allow me to take a more active role in Immanuel and bring me closer to God and His purpose for my life.

Kristi Kubista-Hovis



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

My family started to attend Immanuel 5 years ago. We became regular attendees three years ago when my boys could start Godly Play. Family members include Scott, Isaac, and Anton.

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

With my boys being 5 and 6, we are extremely interested and active in the youth programs. We are also ardent supporters of the pumpkin patch, and I'm proud to say that my eldest Isaac,

has been known to upsell visitors to the patch; once increasing a sale by \$100 because they just could not say no to a 4-year-old.

Shrine Mont is also a top priority for us; we have made it a family tradition. Shrine Mont for my family is a time to reflect, get back to nature, and visit with friends at Immanuel in deeper, less prescribed manners.

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

I love that Immanuel thinks outside the box to keep our community connected during COVID-19. The feeling of community and acceptance/appreciation for younger children is what drew us and has kept us at Immanuel. I love that parishioners may not remember my name, but they call out for Isaac or Anton when they get confused looking for us during the children's service.

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

I have strong leadership skills and a bunch of energy (well whatever is left after managing my two energetic boys). Over the course of my faith journey, I've worked with and participated in a wide variety of faith communities. These interactions have given me a wealth of ideas that I look forward to sharing with the Vestry and the community at large.

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

I believe it's an essential part. If you care about something, you need to help nurture and support it otherwise you risk losing it. I expect serving on the Vestry will increase my relationship with the Church; strengthening my relationship with God and the community.

Brooke Roberts



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

I am a cradle Episcopalian who was drawn to Immanuel originally by the pumpkins and the very kind (and funny!) “pumpkin people.” It was about twenty years ago when I ventured to attend an 8:00 service at the Seminary Chapel – and found a spiritual home.

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

The irresistible, invincible Altar Guild recruited me shortly after I started attending services (and I look forward to coming days when the AG can get back into the sacristy and pursue that ministry). I have also served on Immanuel’s Worship Committee, on the Newcomers and Evangelism Committee, on the Lay Committees for three of our seminarians, on the Discernment Committee for a potential priest candidate in our congregation, on search committees for clergy and staff, and I am the current chair of the Communications Committee and part of the Audio-Visual team. I am proud to be a member of Immanuel’s choir, never happier than when we were praising God through music, and I can’t wait until we can sing together again!

This awful, convoluted year of the pandemic has been unpredictably brightened for me by the Thursday Bible Study. It’s the first time I’ve ever participated in a Bible study, and it has made a quantum leap in my understanding: practicing how to read scripture, learning more about the Church-with-a-capital-C, and gaining insights from participants who bring all kinds of experiences, questions, scholarship, and viewpoints to the table. (Yes, anybody reading this should try it, too! All are welcome at 10:30 on Thursdays).

My previous Vestry service was 2011-2013, a challenging and transitional time for Immanuel. The last year of that, I was the Vestry Steward for Communications, and I carried some responsibilities with me when I left the Vestry, working mainly on Immanuel’s digital communications platforms. For the last seven years I have been one of your webmasters and regularly create content, update, and manage the website www.icoh.net I also create the weekly e-blasts (the Tuesday “Friendly Reminder” and the Saturday “This Week at Immanuel”) under the supervision of our clergy, and I work with the Parish Administrator as needed on other communications and office projects.

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

It was the people who originally drew me to Immanuel and keep me coming back. I think the people of this parish have an amazing resiliency, creativity, and energy for working in the world in His Name. I love it when we work and laugh together – but I love it even more when I get an opportunity to worship and learn with clergy and fellow parishioners. Spiritual wisdom abounds at Immanuel, if you take the time to look and listen for it. I value that.

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

I hope my previous Vestry experience can be helpful to the current Vestry. Beyond that: by training, I'm a lawyer; by career, I was a Capitol Hill aide for a quarter of a century; by skills, I'm a writer; by talents...um, I made a great pumpkin costume that anybody needing it is welcome to borrow. I would offer any of that to service for Immanuel.

What may be more on point: this year I was part of Immanuel's team responding to ever-shifting demands in how we communicated with the parish and the world. I am convinced that we have crossed a threshold there: church communications will never be the same again, regardless of how and when the COVID crisis is resolved -- and this presents both critical challenges and opportunities for Immanuel. Going forward, I want to be not only on the implementation end of things -- helping to deliver the messages and broadcast the services -- but also on the Vestry end of shaping the policies, programs, and messages we are going to be communicating.

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

Honestly, I don't know what a "call" is -- but if it's a dead-serious conviction in the innermost part of your being that you must do something, regardless of how inconvenient and daunting it is, then I am called to serve on the Vestry at this time of peril and promise. I believe helping Immanuel discern its own call to serve God and carry that out is the next step of my Christian journey.

Dana Wilkie



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

My daughter, Ellie, and I have been worshipping at Immanuel for nearly 20 years. I was worshipping at the Old Presbyterian Meeting House in Old Town before Ellie was born, though after she was born, it just didn't feel like the right "home" for her. I met Lisa Frye in a Del Ray coffee shop, we became friends, and she introduced me to Immanuel. I immediately felt at home.

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

During our nearly 20 years here, we have volunteered nearly every year at the Pumpkin Patch. Early in Ellie's life, I taught Godly Play and Sunday School. I created a "Children's Church" at a time when Ellie and her Immanuelite friends were in elementary school in hopes of introducing them to worship that was meaningful and relevant to them. I've also been a member of the Immanuel Adult Choir and the Flower Guild, and have volunteered for activities such as the senior dinner and the weekly coffee hour. Until Ellie went away to high school in PA, we were regular attendees at Immanuel's Shrine Mont weekend around Memorial Day. I have also played guitar and sung at various church events, most of them for children.

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

I love our Shrine Mont escapes each year.

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

Gifts, talents, interests: music. guitar. organization. I just like keeping my hands busy.

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

I have been involved in so many activities at Immanuel and it felt like, after nearly 20 years here, it was time to step up, commit myself and take a leadership role. I consulted with perhaps eight Immanuelites who have served on the Vestry in the past to ensure that I had a solid feel for what was required. As I say, I like to keep my hands busy. So volunteer activities may be my best bet.

RECTOR'S REPORT

Resilience

“Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain.” 1 Corinthians 15:58



Researchers into emotional intelligence often list resilience, the ability to re-group, to get back up when knocked down, and to try new approaches, as an attribute that is often observable in those who possess a healthy degree of emotional intelligence. If that is true for individuals, I believe it stands to reason that it might be true for organizations, as well. I believe resilience is one word that would describe Immanuel well in the past year, and I believe that observed resilience reflects a certain degree of *spiritual* intelligence.

None of us could have predicted last January what we would be facing for most of the year. The last time the Church around the world faced such a wide-ranging pandemic was the Spanish Flu of 1918-19. It's probably good that we got the truth in small doses. Who among us would have thought, in March, that we would not only be closing for two weeks to “flatten the curve,” but that we would still not be meeting in-person, indoors, even now? I can tell you this: Immanuel has fared better, and shown more creativity and resilience, than I could have predicted or even imagined.

Our Vestry has led the charge, meeting weekly for months, calling parishioners, caring for each other, overseeing our outdoor services, and supporting all of our staff. Darrell Wilson, our Worship Steward, lead and coordinated on many fronts in making our various worship offerings in different formats possible. John Bednar and Brooke Roberts each gave freely of their gifts in audio-visual production and communications. Phyllis Sims, our Fellowship Steward, coordinated the delivery of cookies for most of the parish on Memorial Day weekend, concluding with the rest on the Fourth of July. Later, Advent wreaths were delivered to all parishioners, by other parishioners. Dani Kauffman spearheaded and lovingly curated a new, weekly publication, *Simple Gifts*, which is meant to offer a word of hope and inspiration, and meant to last beyond the pandemic. Parishioners joined online Bible Studies and a grief and caregivers' group. They went to online services and virtual coffee hours. The Pumpkin Patch had its most successful year ever, after our folks adapted unloading operations to improve safety. The choir did online recordings, which were then wonderfully spliced together by Jamie Conrad. Our Buildings and Grounds folks kept work going on trees, the grounds, roof repairs, further water mitigation measures, and many other projects.

We welcomed our new part-time Associate Rector, the Rev. Susan Parsons, and our new Assistant Rector, the Rev. Sam Sheridan. Both have already proven themselves to be great colleagues, and lovers of God and God's people at Immanuel. Shawn Whitman, our Steward for Pastoral Care and Senior Ministry, worked with Mother Susan in caring for our folks during this season of challenge. Hartley Hobson Wensing, our Steward for Children, Youth, and Family Ministry, worked extensively with Fr. Sam in making sure programming continued for our younger members and families. Francine Wargo took it upon herself to offer and lead Compline on Friday evenings.

Our Every Member Pledge Campaign has almost reached its campaign goal. New folks have eagerly stepped up to serve on the Vestry. We are planning to enhance, deepen, and continue our online presentation of services, even after we have re-gathered, as a way of reaching out to shut-ins, and alumni/alumnae who have moved away. We made a five-year pledge towards the Capital Campaign at Virginia Seminary, and we are

deep into plans and studies of adding solar panels as part of our Care of Creation work and cost-savings, as well.

Following the horrendous murder of George Floyd and months of racial unrest and reckoning in our country, Immanuelites stepped up to name and form a new ministry, our Social Justice ministry. Led by Kathryn Jackson Haskin, there will be overlaps with Immanuel's long-standing and deep commitment to Outreach, while also asking specifically where God is calling us to grow and be involved in the healing of our social fabric that has so obviously been torn. Three parishioners also received, or are close to receiving, the rank of Eagle Scout: Corey Wargo-Bergmark, Peter Beckmann, and Ben Wilson.

An illustrative, classic moment happened when I was away on vacation. The Rev. Susan Parsons was alone in Zabriskie Chapel, finishing a Sunday morning virtual service, when she felt faint. She actually fainted on camera. Within a minute or two, Immanuel parishioners started to arrive; they called an ambulance, they stayed with her, and they even drove her home. I was so proud, and I thought, "Yep, that's Immanuel." May we never take any of this resilience, grit, creativity and wide-ranging passion for granted!!

I had hoped 2020 would be a year when we focused on evangelism, but it seems the pandemic had other plans. Yet I hope during this time we are all missing a whole lot about our life together, likely some parts we did take for granted. Maybe we have tried praying in some new ways. Maybe those of us who are White have been asking in newly-focused ways how we might have, likely unwittingly, contributed to ongoing systemic discrimination towards people of color in our society. I don't know, maybe we even realized how important a dependable supply of toilet paper was! (I threw that in to induce a smile for those of you who have actually read this far)!

I am deeply grateful to our retiring Senior Warden, Keith June, for all of the many ways he has supported all of you, and me, during this time. Keith is a deep believer, happy to offer a word of prayer to our Vestry or to write about the mission to which God was calling us and how we might need to support each other in it. I am also indebted to our omni-capable Junior Wardens, Martha Shimkin and Kathryn Jackson Haskin. We tried this co-Junior Warden approach this year, with Martha working on administration and Kathryn continuing to lead Buildings and Grounds, and I believe it worked well and they complemented each other wonderfully. We all owe a debt of gratitude to our other Vestry members who are rotating off the Vestry; Jamie Conrad, Chandley MacDonald, Sandra Graham (who has moved to Chicago but still plans to be involved virtually), and Hartley Hobson Wensing.

Our staff is a remarkable group of people: thanks go to the Rev. Susan Parsons, and the Rev. Sam Sheridan, our clergy, and to Aleta Powell, our Parish Administrator, Dr. Jane Tavernier, our Director of Music, Sughra Bakhtiari, our Bookkeeper, Stuart Dahlinger, our Sexton, and Gilma Balcarcel, our Nursery Director. Our Treasurer, Tom Hewson, has led us steadily and unflappably during this challenging time, aided most ably by Laura Snow, Assistant Treasurer.

God is good. God loves each and every one of us, and God loves Immanuel. May we offer all that we have done, and what we are called to do in the coming year, towards God's glory and the upbuilding and resilience of God's people.

Respectfully submitted,

A handwritten signature in black ink that reads "Randy". The script is cursive and somewhat informal.

The Rev. J. Randolph Alexander, Jr.

Associate Rector's Report

It all started out so well. My first Sunday with Immanuel was the 28th of January, the day of the annual meeting and the day before my birthday. There was a luscious cake, the meeting was not boring, people were grateful, all the reports were informative and most had bits of humor and sweetness, even the financial report. The future looked so bright, as the song goes, I had to wear shades.

And then, the pandemic arrived.

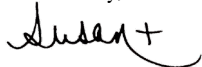
The plan had been that my focus was to be Senior Ministry and Pastoral Care. Thanks to Karen Besser, 2020 began with an event organized for our seniors for every month of the year. For Pastoral Care, a silent retreat was in the works which I was to lead just before Lent, and the Committee was filling me in on the remarkable depth and breadth of their ministry. I had also been asked to form discernment committees for Beth Hendrix and Esther Kramer and we were well on our way to getting those organized. And before we all had to go home and stay home, I gathered with all of you for the Mardi Gras dinner, attended a luncheon at Goodwin House Alexandria, and managed to get sorta settled into my new office. I visited several parishioners who were unable to get to church, and best of all, to take communion to them.

Then, we had to let go of all our Senior Ministry plans as it was not possible to meet together in person, much less to get out and visit and tour as we had planned. The Pastoral Care Committee went into overdrive to make sure our older folks were cared for, especially since they were exceptionally vulnerable to the ravages of the virus. We made calls, wrote letters, reorganized the extended prayer list which involved contacting the people on the list to see how they were managing. And we prayed, a lot. It is no small blessing to have several seniors ministering with us on Pastoral Care, their updates and advise proved invaluable. And of course, the discernment committees were successful. They were devoted in their duties, and bravely open to the leading of the Spirit. Esther was ordained to the priesthood, and Beth is on track to be ordained a transitional Deacon this Spring.

When I look back at the year, at the chaos and joy, the grief and delight, the frustration and peace, it will always come to me that I am enormously glad to have had you all with me through 2020. Even though we rarely saw one another, we studied the Bible, met for Caregivers, learned to Zoom, got frustrated together, ran Pastoral Care by Zoom, met for Evening Prayer, laughed together, prayed together and I even fainted with you. It's glorious how we met the challenges of the last year, how we have continued to be a vital, loving church, though for the moment, we are a church without walls.

It is a joy to be with you, to minister with you. Thanks be to God for you as we work together to create the kingdom of God.

Faithfully,



Susan Parsons+
The Rev. Susan D. Parsons
Associate Rector

Assistant Rector's Report

When you love you should not say, "God is in my heart," but rather, "I am in the heart of God."

Kahlil Gibran, *The Prophet*, 1926

Brothers and Sisters in Christ,

This past year was, for all its waiting and being unable to do some things, a very full year. I write this to you exactly a year after I completed my General Ordination Exams, officially wrapped up a major grant I had been working on with the Episcopal Evangelist Society, and left on a three week pilgrimage to the Holy Land—all on the same day. Since that time Mary Margaret and I have each been ordained twice, we graduated from Seminary, married, started our first clergy jobs, and moved into a house together. I've been told hundreds of times over multiple decades that I do too many things all at once... and I'm beginning to suspect maybe there's something to that. Through all these things I have felt deeply supported and held up in prayer by this community at Immanuel.

I also know this year was very full and complicated for absolutely everyone. The backdrop to all our private lives, and the communal life of this parish, has included worldwide extreme weather disasters driven by man-made climate change, violent political unrest and government crackdowns on every continent, and the first truly global health crisis since the advent of most of our mass transit and transportation systems. I don't need to expound on any of that; you know. Through all these things, even as we've learned new ways to gather, we have supported one another materially and in prayer.

It is, in fact, supporting one another, that I have to report as most of what I've seen this first 6 months as your Assistant Rector. The generosity and flexibility of this community in a time of unparalleled stress, legitimate fears, and a true smorgasbord of logistical complications should be remembered in this place for a long time. Your generosity and flexibility have made it possible to continue to be a church. There are faith communities that will not recover from the complications of 2020. Immanuel simply isn't one of them.

Most of my own social interactions these past few months have been in online groups which never really existed before. I'm doing Wednesday night Bible Study, Thursday morning Bible Study, Friday evening compline (though my attendance is spotty at best), Saturday morning Bible Study, and Sunday night EYC meetings. All these groups might have met in person some other time, and it is beautiful that we are able to keep meeting in our new online ways.

There are other new online ways we gather too. It has been a great joy to work with the Communications Committee and our AV team. There are more than a dozen people who I could name who have spent more than 100 hours each working to keep us connected to one another online. Their dedication and generosity have helped us stream services; recapture old social media account credentials; build new parts of the newsletter, website, and YouTube channel; and even work toward a media strategy writ large. By my count there are nine different mediums through which Immanuelites get their information about the parish and parish life and they are each vital and important to the people who use them.

One of those mediums has been particularly important for Children's formation this program year. Both Sunday School and Godly Play have been available for families on our YouTube channel.

I could not be more grateful for Sarah Glassco and Linda Serabian, in particular, for organizing and recording weekly Godly Play videos during a time when it's impossible for children to meet. Godly Play is

one of the most important *formation* things we do, from my perspective as Episcopal Clergy. Many children's formation programs across the Christian world encourage children to sit down, shut up, and think what they are told. Whereas Godly Play encourages children to imagine, to wonder, and to think for themselves.

Sunday School is a similar format, weekly Bible Stories, though significantly less formal / rehearsed. These 6-8 minute stories of God working out God's purposes for the world through a family have two particular focuses. The first is our hope, as a community, that children come to understand the stories in the bible describe things that *happened* a long time ago but that they're really meant to be understood as stories about us right now. The second theme is less explicit—we are intentionally including the witness of women recorded in scripture. Figures like Rebekah, who leaves her family to cross an unknown desert with a stranger to show trust in God, or Miriam the sister of Moses who is herself a prophet, do not always get the time or attention scripture gives them when we are teaching scripture. So our Sunday School videos are correcting the record.

Our teenagers have been watching videos too. The Episcopal Youth Community has managed to have some in person events with masks and social distancing, but our primary gathering time is Sunday evenings when we meet and watch a Bible Project video together and talk about how religion can shape or inform their lives. I am proud of the success and attendance we've achieved in these meetings... but also extremely sympathetic/understanding when people cannot come. Our teenagers had exhausting lives before the pandemic, with often multiple clubs and sports teams vying for their time. Now most of them are dealing with online classes, semicontinuous learning environments, and perhaps worst of all *changing* classroom setups and requirements mid-year.

Parents from every group in my Children, Youth, and Families wheelhouse have apologized to me for not being more present, more active. I think I understand where those feelings come from, but I still feel called to say as strongly and explicitly as possible; as far as your church is concerned parenting in a pandemic is an even-more-than-usually herculean task. Your clergy and your community want you to feel loved, supported, welcome. Period.

Now is not the time to be chastising people for not showing up. (I'm actually inclined to believe *never* is the right time for that.) Now is the time to remember that we don't come to church in order to experience God's love. We, ideally, become members of church so that we can grow together in living such that other people know God's love just by meeting us. If church is the place we go to get religion, it should only be so in the sense that we get enough to carry some out with us into the world.

We miss each other. We miss the music and the sacraments. We miss the rhythms and seasons of life. This is a hard and complicated time, and it is particularly painful to be apart from one another. But we need not miss assurances that God is in control, and that we are deeply and abidingly loved. Come to what you can. We'll keep offering stuff because the church should feel like it's here for you. But don't beat yourself up if you sleep through a Bible Study or your child is too exhausted for a movie night. You are missed, but you are also deeply loved.

It's a weird thing to be the *new guy* who started this job in a pandemic and hasn't seen or talked to most of you since I was ordained. It's equally weird to have been an intern and seminarian—so I'm the new person but also I've been around almost two years. It's weird. This is not a normal first call.

But it does give me a window into something I couldn't otherwise have seen. I got to see this community before, and I've gotten to see these changes and challenges up close. What I have witnessed is neither blind obedience nor resigned acquiescence. There is real faith here—real wrestling. There is real trying to work out how to be a loving community against a world gone mad.

I am truly blessed to see that in this community, and that you have welcomed me as part of it. When this

particular set of challenges is over, and we regather, and we take communion together again I already know I'll be able to marvel at what gave me strength wasn't holding onto some piece of faith in myself as though God was in my heart, but rather what has given me strength these months is seeing all our pieces of faith together, as though we are in the heart of God.

In Christ,



The Rev. Sam Sheridan
Assistant Rector

Annual Report from the Music Ministry

For me, the most difficult aspect of the 2020 pandemic was not hearing our wonderful choir on Thursday nights and Sunday mornings. Even though this precaution was imperative, it was still a quiet year in terms of music. Members of the choir, however, stepped up and recorded tracks of choir anthems which were played at selected services and added to the celebratory character of the worship. I am so grateful for the technical expertise of John Bednar who was dedicated, unfailing and devoted to his role as the technician for sound for the services and recording the choir tracks. Jamie Conrad, who sings bass in the choir, put the tracks together with amazing results and continues to offer his incredible talent as a singer and technician.

We said goodbye to Cierra Byrd, our wonderful alto section leader whose rich and beautiful voice is now heard at the Lindemann Young Artist program at the Metropolitan Opera! We wish her the very best as she begins to build her career as a singer.

Felicity Amos is our new alto section leader and brings strong musical and vocal skills as well as a cheerful and collegial spirit to our community.

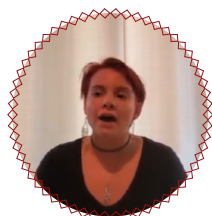
As we move through the new year, hopes are high for a return to normalcy as soon as it is safe to do so. I feel very blessed to be at Immanuel Church-on-the-Hill and give thanks to God for all of our blessings.

Warmest regards in faith,



Jane Tavernier, Director of Music

Scenes from "*All Good Gifts: An Immanuel Evensong*", live-streamed via Zoom, September 11, 2020



Senior Warden's Report

A year to remember..... and a word of thanks

Well, this most definitely, was a year we will never forget, a year filled with uncertainty, hardship, and loss but also filled with dedication, commitment and love. Over this year, I have been greatly honored and privileged to have served as your senior warden. Serving as the senior warden has given me the opportunity to connect, get to know so many of you and serve this great parish and God.

First a word of thanks and quite frankly, I do not have the words to express my sincere thanks and appreciation to so many people. I would to thank, Father Randy Alexander for his unwavering and steadfast support. Father Randy has an incredibly difficult job. He is pulled in million different directions and has be master a myriad of complex tasks while always remaining positive and visible. At all times, the eyes of the parish are upon him. But Randy has performed in his role as the rector with incredible patience, decency and dignity.



Thanks as well to the other members of the clergy including Mother Susan Parsons and Father Sam Sheridan. Mother Susan has been instrumental in so many ways, especially in helping to invigorate our Pastoral Care program. Given this pandemic, pastoral care is a critical area. And we had the great vision to bring on Father Sam Sheridan as the assistant rector. Soon after coming on board, Father Sam had an immediate impact on the parish. Upon reflection, bringing on Father Sam was one of the best decisions we made over the past year.

Thanks as well to Dr. Jane Tavernier, our music director, and Aleta Powell, our parish administrator. Jane helped navigate the great challenge of providing music under very different and challenging environments. Thanks as well to Aleta who provided superb administrative support to the parish. Aleta also managed to save the parish considerable money as well.

Thanks as well to the junior wardens, Martha Shimkin and Kathryn Haskin. During our vestry retreat, we made the very wise decision to have two junior wardens. If anyone ever doubts God's providence, look no farther than this decision! Martha and Kathryn were instrumental in ensuring we were always headed in the right direction. While they had specific areas of responsibility, they proved extremely capable at serving as utility infielders for virtually everything. It's almost impossible to imagine getting through this past year with one junior warden. Martha and Kathryn were a source of ideas, energy and inspiration. Many thanks to Martha, Kathryn and their families.

Many thanks to our amazing vestry. My goodness, what an immensely talented, committed, and passionate team. At every occasion, as we looked for ideas, support, dedication or execution, the vestry more than stepped up the plate. Members of the vestry consistently went well beyond what was asked or required. And as vestry service involves the whole family, a word of thanks to the spouses and children of vestry members as you have supported your vestry member and the parish.

Thanks as well for our treasurer, Tom Hewson. Tom has an incredibly difficult job but critical job, made even more so during this crisis. Throughout this year, we have spent long hours figuring out if we could resource this year, how we would resource Immanuel and how we would manage resources during this very constrained period. Tom has been great source of strength, leadership, and counsel. As a former senior warden, Tom knew every detail of Immanuel which made his job as well as helping me with my responsibilities much easier.

Finally, a word of thanks and appreciation to the great parish that is Immanuel Church-on-the-Hill. Many thanks for your support, dedication, commitment, encouragement and love. You have given so much of your time, talent, and treasure. As we started this journey, we were concerned about so many things but in a very typical Immanuel way, you made it happen. Where there was no way forward, you made one.

The year started as so many years do, with no great fanfare. I saw this time as an opportunity to address some of the challenges and issues facing Immanuel. But in a very short time, we were faced with the reality of the COVID-19 crisis.

International Anglican Congregation

In April, the wardens and rector made the very painful decision to end our multi-year evangelical outreach initiative: The International Anglican Congregation (IAC). This was a very difficult decision, but after very prayerful deliberations, we decided to act in the best interests of the International Anglican Congregation and Immanuel. Our decision was based on several factors especially the ongoing COVID crisis, the ensuing financial crisis and personnel concerns. We asked members of the IAC to join as regular members of Immanuel. I emphasize this decision was very difficult, but one made in the best interests of everyone.

COVID-19 Crisis

In early March, our community, nation and world were stricken with the deadly Corona virus. COVID-19 impacted every area of parish life from resourcing to worship to fellowship to pastoral care. The COVID pandemic threatened all aspects of our lives -- especially the health and safety of parishioners. The crisis was like no other that we had faced. As such there were no easy answers or solutions.

Given this deadly virus, the very heart of our celebration, the Eucharist, was forced to change.

***“Whom shall I send and who will go for us? Then I said, Here I am, send me..”
Wait, y’all told me the vestry meetings were every month, not every week.....***

The vestry responded to the crisis in several ways. During the first months of the pandemic, the vestry held weekly meetings. Early on, we determined some basic challenges and principles. Our fundamental and overriding concern was the safety of our clergy, staff and parishioners. Additionally, we wanted to go forward as a parish, guided by our Bishop and the Diocese. The vestry discussed at length ensuring that we stay closely connected to all parishioners, and – just as importantly – ensure that all parishioners felt connected to the parish. We also sought to ensure, however possible, we continued to worship and serve. Part of taking care of our parishioners was offering pastoral care. Given the restrictions the Corona virus, actually seeing parishioners was impossible. Continuing to provide pastoral care required a different approach. Mother Susan and Shawn Whitman, our vestry steward for pastoral care, worked with our pastoral committee and used a variety of means; from phone calls and emails, to hand-written letters to online calls via Zoom to reach parishioners.

Who’s zooming who....

Perhaps the greatest challenges initially were information dissemination, and coordination. In order to properly manage our efforts and to better coordinate, the vestry held weekly updates via Zoom. The updates ensured

vestry members received the most up to date information. Vestry members quickly realized there were several key challenges: continuing to hold services in a very constrained environment, remaining connected to parishioners, information flow to parishioners, and continuing to resource the parish. Our most important goal was taking care of our parishioners. Many thanks to Francine Wargo. Francine proved a great source of technical expertise and innovation, and always seemed to appear just when we needed a pinch hitter.

***“building the airplane as we’re flying it”
(or flying by the seats of our pants..)***

In a matter of hours, members of the vestry, the clergy and a host of great volunteer Immanuelites developed and put in place a method of broadcasting services online via Facebook. This effort was spearheaded by Sandra Graham. Sandra proved a wealth of energy and innovation. This skillful team delivered services over a variety of media. Over time, services transitioned to Zoom and then to YouTube. Additionally, our worship committee proved extremely adaptable and innovative in providing services. We are now using a system that integrates YouTube with Zoom. The clergy, our music director and our famous, “Shrinemonters” managed to provide services in any number of conditions and situations. Over time, these services have steadily improved as new capabilities like adding Zoom to YouTube. Many thanks to Darrell Wilson and the Worship Committee who worked tirelessly to ensure all services, both indoor and outdoor, were well conducted.

A major concern was ensuring the proper resourcing and maintenance of the parish to include our buildings and grounds. Like everything, Immanuelites more than stepped up to the plate in paying pledges early and in many cases, increasing their pledge amounts. This would not have been possible without the incredible work of our stewardship efforts, in particular the work of Dani Kaufman and Jamie Conrad. Through the stewardship committee, we were able to increase the number of pledges and increase the average amount of pledges. Additionally, after prayerful deliberations, the vestry made the decision to apply for a Paycheck Protection Program or “PPP” loan. The PPP loan was part of the Coronavirus Aid, Relief and Economic Security Act (CARES). The CARES act was an economic stimulus bill passed by congress as a response to economic hardships created by the COVID-19 crisis. Many thanks to the treasurer, members of the vestry and parishioners in helping Immanuel secure this loan. Thanks as well to our very dedicated buildings and grounds committee for their diligence and expertise in overseeing our facilities

As I mentioned earlier, one of the greatest challenges identified early on was establishing and maintaining an emotional and spiritual connection to parishioners. As the pandemic started and pastoral care was offered to parishioners, the vestry embarked on an effort to send hand-written letters to each parishioner. This was an incredibly inspiring effort for the parish that aided in keeping our church family connected. In addition, Dani Kaufman, developed and oversees the publication “Simple Gifts”, a weekly column sent to the entire parish via email. Written by a variety of clergy, staff, and vestry members, Simple Gifts offers personal reflection, encouragement, and inspiration to Immanuelites during this challenging time.

“Operation Memorial Day Remembrance”

As part of effort to engage with the parishioners, in May we executed, “Operation Memorial Day Remembrance”. Our vestry steward for Fellowship, Phyllis Simms, came up with the idea of delivering specially-made cookies to every member household of Immanuel. This effort was done to both help Immanuelites remember the sacrifices of fallen servicemembers, and as a reminder that the vestry and clergy are very much thinking of them. Phyllis developed a distribution system, enlisted drivers and ensured that all cookies were delivered. This effort greatly raised the spirit of Immanuelites. Given the restrictions imposed because of the virus, many Immanuelites had had little contact with anyone. Seeing a familiar face from church served to remind so many Immanuelites that they were very much part of a community of believers.

Outdoor Services
“So exactly where is the Grove?”

But there was still a great desire and yearning to gather and worship in person. In June, we embarked on holding outdoor services. These services were the vision of our junior warden, Martha Shimkin. Planning and conducting the services was a huge, integrated effort that required close the coordination of clergy, staff, IT personnel, and a host of volunteers. Above all, our foremost concern was the safety of everyone at the services. Additionally, given the space requirements and limitations, there were few areas where we could hold outdoor services. Based on these limitations, we asked for the assistance of the Virginia Theological Seminary. VTS was extremely helpful in allowing us to use the Grove. Additionally, after a few weeks, VTS provided a room allowing us to store equipment for the services. Despite any number of challenges, including IT, logistics, weather, and timing, we were able to hold outdoor services continually from June through November. The services were a huge success in large degree as they were welcomed and embraced by Immanuelites.

As previously noted, this was a year very much filled with uncertainty and anxiety. Anxiety to some degree caused by the financial crisis. In June, we made a very deliberate decision to hire our assistant rector, Father Sam Sheridan. Father Sam was hired with a primary focus on Children, Youth and Families. CYF is a priority for Immanuel, and he has brought energy, innovation and a fresh approach to many issues. Bringing Father Sam onboard served as reminder that despite the challenges of this year, we were looking forward and hopeful for the future. In a very short time, Father Sam had an immediate impact on Immanuel. Father Sam and our vestry steward for Children, Youth and Families, Hartley Wensing, have reinvigorated this critical ministry.

Let us be the hands and feet of Christ
“Does anybody even want to buy pumpkins this year....?”

One of the great engines of Immanuel is our outreach ministry. And the fuel for the outreach ministry is our beloved pumpkin patch. While principally raising funds for our outreach programs, the pumpkin patch is a means of connection, fellowship, and ministry. Over the past 27 years, our beloved and inspiring Pumpkin patch has raised well over a million dollars. The money from the pumpkin patch has been used to support outreach ministries in Alexandria, Virginia and in places like Haiti and the Congo. Additionally, the patch has also become a local Alexandria tradition. Planning and operating this year’s pumpkin patch proved especially difficult and complex. Everything from unloading, to selling to manning pumpkin stations had to be done safely, and in compliance with local, state and diocesan laws, ordinances and guidance. Given the circumstances, many asked, “Would anyone even be interested in buying pumpkins this year?” Again, our foremost concern was the safety of our parishioners. In previous years, the pumpkin trucks had been unloaded using a large group of Immanuelites positioned in the back of the trucks. Given safety concerns, this was not possible this year. As the planning for the patch started, a great many (including me) were not sure if we could or should hold the patch this year. After numerous planning sessions, prayerful deliberations and detailed discussions with Pumpkin Fundraisers USA, we made the decision to hold the patch. Unloading the trucks and the overall operation of the patch required a combination of innovation, dedication, and patience, but most of all, love (Ben Wilson is the absolute master of the pallet Jack!). Our efforts were aided by the assistance of Pumpkin Fundraisers USA. As Immanuelites were unloading the trucks, people were already lining up to buy pumpkins. In fact, this required a frantic email to get Immanuelites to get the patch operational a day early. In over a quarter of a century, this was Immanuel’s best pumpkin patch raising in excess of \$80,000. Additionally, Immanuel was number one in pumpkin sales for Pumpkin Fundraisers USA. Like everything done at Immanuel, the success of the pumpkin patch was the result of the incredible energy, imagination, and resourcefulness of Immanuelites. Sincere thanks to the everyone who made the patch a great success, indeed the best ever, and special thanks to Chandley McDonald, our vestry steward for outreach. and the outreach “Troika”: Jim Snow, Jim Wise and Julie Bruns.

A Special Shrine Mont

One of the cherished traditions of Immanuel is our annual retreat to Shrine Mont. The parish retreat is normally held over the Memorial Day weekend but given COVID, that was not possible this year. After many vestry discussions, coordination with Shrine Mont and several parish polls, we elected to have a special retreat Shrine Mont in November. But given financial constraints, Shrine Mont was forced to close early so the November date was canceled. The only weekend available was one weekend in September, so in September a very small but committed group of Immanuelites attended a very special retreat at Shrine Mont. Despite the numbers, it really was a Shrine Mont to remember. I would like to express special thanks to Jamie Conrad for his help in organizing the trip. Jamie also did a wonderful job as our vestry steward for adult formation and discipleship but served (and was always willing to help) in lots of other areas as well.

Who is your neighbor?

In May, our nation was shocked by the brutal murder of Mr. George Floyd. Mr. Floyd's death, captured on a cell phone by a young bystander, exposed the continuing issue of racism in our country. Mr. Floyd's death was one of several deaths of African Americans at the hands of authorities. In wake of the largely peaceful protests that followed Mr. Floyd's death, Immanuelites were forced to ask the question of, "who is your neighbor" and how can Immanuel work to achieve racial justice and live our baptismal covenant of, "*Will you strive for justice and peace among all people, and respect the dignity of every human being*"? Immanuelites sought answers, and immediately went to work to find solutions. Early on there was a clear recognition that this was not a problem that could be easily solved, but one that required prayer, deliberation, and action. In light of these concerns, Immanuel created a new ministry, Social Justice. This ministry was the initiative of our Junior Warden, Kathryn Haskin and Father Randy. While this is a new ministry, Social Justice, has been an ongoing concern and dialogue within Immanuel and the Episcopal Church. This dialogue and ministry has resulted in our seeking opportunities for growth with other northern Virginia faith communities, parishioners enrolling in Episcopal Church programs that address racism, and a detailed examination of our own history in all areas -- but especially with regards to race, racial bias, and racism. We are excited and very much looking forward as this ministry grows and helps us grow closer to our neighbors and God.

As Immanuelites looked toward Advent, Christmas and the New Year, we looked for ways to celebrate while keeping everyone safe. The highlight was a special "drive through" living Nativity. The event, held on the grounds at VTS, was well attended. It was the highlight of the Christmas season and was quite popular, it may well become an annual event. Additionally, with the inspiration of Phyllis, wreath kits were delivered to each parish family. Amid this crisis, Immanuelites continued with outreach efforts, including support to Christmas families in economic need.

As I depart, I ask for your help. Volunteers are critical to everything we do at Immanuel; therefore, I ask that you volunteer a little of your time and talent to help your church. Even if you have but a few minutes, your assistance would prove valuable to Immanuel. Involvement need not be king sized, please just do what you can. There is an old axiom in the Army, "do something...." So, I ask you to do something. If you can help in anyway, however big or small, please do it.

Keeping our eyes on Christ (Get outta' the boat....)

Over this past year, we have witnessed so much, pain, suffering, and uncertainty, but also great dedication, incredible innovation, and love. There were some nights I was so worried that I couldn't sleep. Despite any number of obstacles, Immanuelites forged a way forward. We have all been very much part of a miracle, this miracle of faith, devotion and love. The miracle was seeing the great spirit of Immanuelites in action, of seeing so much giving and so much love. I am reminded of Christ as he said so many times to his disciples, "oh ye

of little faith”. There are so many bible passages that have inspired me over the past year. One of course is the feeding of the five thousand. But perhaps the verse that keeps coming back to me is Peter walking on water. He is able to walk on water, but as he takes his eyes off Christ, he falls. As we go forward, may we keep our eyes fixed on Christ.

With gratitude and love.

Gratefully and faithfully submitted,



Keith June
Senior Warden

Buildings and Grounds: 2020 Report

Submitted by Kathryn Jackson Haskin, Jr Warden and Buildings and Grounds Steward

While many members of the parish did not spend significant time in our buildings or on our grounds, the Buildings and Grounds Committee continued forward on the many ongoing tasks that keep our buildings and grounds safe, secure, and in good working order.

In addition to the items listed below that account for much of the ongoing work and spending from the budget for maintenance, there are two standout activities that the parish moved forward during 2020 that I especially want to draw your attention to.

1. First, in 2020, we continued the process of exploring how to integrate solar panels into our property. We contracted with IPSUN Solar to review our property and buildings, and we determined that our roof for the chapel and parish hall are viable to be used for panels. At the same time, we began a discussion with Virginia Theological Seminary to see if they were interested in solar projects and explore opportunities together. Then, the Coronavirus arrived in earnest in our area, and both our progress as a parish and the conversation with VTS stalled – but our interest and commitment to the project did not.

In late fall, we reengaged in conversations with VTS and IPSUN about the potential option to scope out a project that could involve both sides of Seminary Road. While there are many intangible potential benefits that we are excited about with this project, the most significant benefit to a joint project is that we could potentially be able to have the panels installed with no upfront cost to Immanuel. If we are not able to join with VTS in a joint project, we will need to self-fund the installation, either through donations, a loan, or a combination of both.

These conversations with VTS and with IPSUN will continue in early 2021, and we hope to have our path forward decided by the end of March, at the latest. This project has been spearheaded by Julie Bruns and Doug Henry, both of whom have dedicated significant time and energy to explore the options available to us and to keep us focused on the bigger picture goal associated with solar – it will be a very visible sign of our parish’s commitment to care for creation, and with that commitment, continuing to use the resources we have to care for our island home.

2. The second initiative that I want to draw your attention to is the resurgence of the Creation Care Action Team, spearheaded by Denise Freeland. Last year, at our Forum Hour visioning session (led by Dani Kaufman), reenergizing this committee and commitment to creation was identified as a goal for many parishioners. Denise has brought significant energy, passion, and time to helping to move this committee forward, even as our in-person activities have been so limited. We have already reached the goal of the first project – plastics collection towards the goal of 500lbs of recycling. While the Creation Care Action Team is not explicitly part of the Buildings and Grounds Committee, we are incubating this project in this area and sharing strengths and interests. The solar project noted above and our work in reimagining the contents of and care for the Memorial Garden and grounds are also connected to the ethos of creation care. There are more opportunities for collaboration and engagement planned for 2021, under Denise’s leadership.

In addition to these two highlighted projects, we have also continued with the “regularly scheduled activities,” include ongoing cleaning from our Sexton, Stuart Dahlinger, which took on new levels of importance during these times, regular inspections of our HVAC and associated boiler, gutter cleaning and maintenance, grounds work, and pest control.

There were several other projects of budgetary note but would likely not be noticeable unless you stopped by while the work was ongoing:

1. Narthex repairs: We addressed leaking/seeping water issues in the bathroom off the narthex at Zabriskie Chapel, as well as in the narthex itself. We also took this opportunity of repairs being done to repaint the full narthex.
2. Chapel lighting: While troubleshooting an issue with our lights and speakers in the Zabriskie Chapel, the electrician identified a potential danger related to the age of the wiring in the chapel recessed lights. We determined that the most prudent approach was to take the closed chapel time to have the recessed lights in our chapel rewired and change the bulbs to LEDs. LED lightbulbs are more energy-efficient and longer lasting – and with the high ceilings in the chapel, less need to get up there to replace a bulb is much appreciated!
3. Parish office improvement: Thanks to our Parish Administrator, Aleta Powell, Immanuel secured a new printer contract to upgrade the unit and get a lower price to meet our needs. She also negotiated that the printer company would give us funds back to help offset the expense that needed to be incurred to shift shelving in the copier room and make room for the unit. John Bednar oversaw the renovations, which included moving existing shelving, fixing flooring, dealing with water damage on the walls, and building and installing the new shelving (with Stuart’s help). All this was done during the pandemic, meaning extra levels of precaution and complication in ordering, deliveries, and installing.
4. Water infiltration on lower level: We continue the ongoing work of dealing with water infiltration on the Zabriskie property, especially in the “100-year rains” that seem to be happening at a greater frequency. One of the main investments we made in 2020 is to install sump pumps outside the door under the deck, and we approved a replacement to the door under the deck as well, which will create a tighter seal. We also have plans to address water seeping in the foundation on the parish kitchen side of the building in 2021, which will likely also involve a sump pump to protect the property.
5. Grounds maintenance: The Memorial Garden and grounds on the property continued to be maintained throughout our time away. In addition to the regular yard maintenance, tree trimming, planting, and

shrubbery trimming, we also had to say goodbye to the large oak tree that was on the front lawn. While we will troubleshoot how to put up lights for next year's pumpkin patch, we're also planning to plant a new tree in the front lawn when the time is right in 2021.

6. Rectory repairs and replacements: Thanks to help from Linda Serabian, we added window coverings in the sunroom at the Rectory, making the space more energy efficient and useable – and given how much time the Alexanders had to spend at home in 2020, every inch of useable space is well used! We also addressed backed up drains and replaced the Rectory kitchen refrigerator, which of course decided that it's term of service was over while the Alexanders took a much-deserved and needed vacation. Certainly not the welcome home they anticipated! In addition, we conducted needed roof and gutter maintenance on the Rectory, doing our best to further extend the life of the rectory roof.
7. Security camera and outdoor lighting improvements: In early 2020, we redirected several of the existing security cameras on the property and added a camera to the exterior lower-level door, which serves as the main access to the parish office hallway during the week. These changes built on the work of last year, where a new light, cameras, and WiFi hub were installed on a pole in the parking lot. We take very seriously the security needs for our property, given the normal high amount of use the full property has on every weekday and most weeknights. We'll continue to look at improvements and proactive ways we can protect the people who use our space.

The effort to maintain our grounds and property are shared among the members of the Buildings and Grounds committee – Tom Kerns, John Bednar, Doug Onley, Kevin Kirby, Ted Sullivan, Doug Henry, and Paul Beckmann. Parishioners who helped on key projects in 2020 include Chris von Schoening, Julie Bruns, Denise Freeland, Linda Serabian, Doug John, Jamie Conrad, and Kristin Whitman. We are also fortunate that Corey Wargo-Bergmark chose to complete his Eagle Scout project at Immanuel this year, and the shed that he and his team of volunteers built over the summer added valuable storage space for the EYC materials and will serve us well for years to come. Thank you to all who those named and any I forgot to name for your help in taking care of our physical home at Immanuel in 2020, and if you are interested in getting involved with any of the areas mentioned above, please reach out to me (Kathryn.jackson41@gmail.com or 412.726.5510) anytime.

Faithfully,



Kathryn Jackson Haskin

Note from the Junior Warden for Administration

The year 2020 may have offered perfect vision, but possibly not what we hoped to see. We set out with an excellent vestry retreat agenda that brought input from the parish and planning exercises to guide us in setting parish and vestry goals that were backed up by action planning. Within a month, screeching to a halt, we faced the global pandemic with known illness at the Seminary's Immanuel Chapel, and a need to retreat in a different way.

Our excellent IT leads brought us a mix of virtual services, recorded, on Zoom, via YouTube, and mixed in person and online. Deep thanks to John Bednar, Doug Onley, Sydney Onley, Darrell Wilson, and others. Based on experience and perceived need, the vestry supported and received input from a professional review of our IT capabilities, with recommendation for investments. Thank you Danette (Dani) Gentile Kauffmann, John Bednar, Sandra Graham, Francine Wargo, Brooke Roberts, Father Sam, and others who supported IT analyses, and eventually recommended a Virtual Verger function to blend IT capability, communications, and engagement for a way toward the future, even post pandemic.

The vestry met weekly for four months, and then biweekly, then back to monthly — with the goal to brainstorm, experiment, and solidify efforts to reach out to the parish in a variety of ways during the pandemic. We shared action lists and updated them as we implemented. These included a letter-writing campaign from vestry to all parishioners, creating Simple Gifts, providing online services, online Bible Studies, Compline, and more. Godly Play and Sunday School continued in a phenomenal way — with little Godly Play packets delivered to participant houses and videos made by the teachers and provided online. Sunday School lessons were recorded, as well. Thanks to Sarah Glassco, Linda Serabian, Eileen Monin-Kirby, Hartley Hobson Wensing, Father Sam, and so many others.

Once approved by the State of Virginia and the Diocese, we planned outdoor services which began in July, meeting both safety and spiritual needs — with in-person communion, and online spiritual communion, in person and online readers and participants. We hosted a Homecoming Service with bring-your-own-picnic, and supported an online evensong featuring music from *Godspell* -- with creativity by Amanda Eisenhour, Jeannie Cummins-Eisenhour, and many singers, musicians, and actors.

The outdoor services continued most Sunday mornings through early November, with particular thanks to our priests, music director, Worship Lead, IT crew and set-up/break-down volunteers. As disease pressure lightened, vestry began to develop an indoor gathering plan. We created usher instructions, a contact tracing plan, discussed a reservation system, completed computer-aided design drawings to determine safe spacing, and otherwise planned and prepared paperwork for indoor gathering. With the increased pandemic illness in the area, we did not meet the criteria to submit our indoor gathering petition; however, we created a plan and will hold onto it if still needed. In the meantime, we pivoted to the possibility of providing space for City vaccinations and will be ready to help if called.

Nearing Christmas, we realized that something special was needed so vestry convened an Immanuel Christmas Planning Crew who brought the Grinch for an outside, Who-Hat-clad story reading, and a Living Nativity and Christmas Walk at the Seminary. Thanks to Grinches Wendy and Doug John, and to the planning committee Jeannie Cummins-Eisenhour, Kathryn Jackson-Haskin, Curt Cowan, Rachel Wilson, and Darrell Wilson. Thanks also to the many sponsors of the Walk-around and to all who participated. It certainly added glitz and sparkle to the season and may have launched some new Immanuel traditions.

Sensing a need for supporting those who cared for ailing and elderly loved ones, we opened a Saturday morning caregivers and grief support group that pulled together a small and trusting group of parishioners and clergy. Originally slated to sunset in January, we recently decided to push forward until after Easter 2021, and invite others to come and see if this may serve you, too.

Let's not forget the Advisory Search Committee and their excellent recommendation to the Rector to hire Father Sam Sheridan. What a find for our parish and just the right timing! Thanks, Father Sam, for joining us and thanks to the search committee for your hard work, dedication, and discernment: Matthew Haskin, David Atwood, Rachel Wilson, Rosi Urbine, Hartley Hobson Wensing, Brooke Roberts, Corey Wargo-Bergmark.

We continued convening the personnel committee to support the Rector regarding personnel matters at Immanuel. The committee continued 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, Doug Onley, and Doug John. The committee continued ongoing advisory work on personnel matters and provided support and input to the Rector as decisions were made related to the International Anglican Congregation. We drafted Letters of Agreement for our Assistant and Associate Rectors, and generally provided advice to the Rector on personnel matters.

A finance committee was reconvened, as required by the Immanuel by-laws. We set the framework for the committee, set forth quarterly meetings, and the committee tackled several issues brought to their attention by vestry and the Treasurer. Thanks to Tom Brown, Mollie Lambert, Carla Murray, Tom Hewson, and Kathryn Jackson Haskin.

Looking back on the year, I realize how the vestry was tested to observe, assess, and act. It's been a challenge beyond what vestry and our clergy could have expected, and has required time, care, creativity, patience, and a lot of video meetings. Thank you to our vestry members, our clergy, and all those who have stepped in to help. It's been an incredible year and we could not have sustained without all of you. We are, after all, in so many ways, a sustainable parish. I believe we have proven that in 2020.

Respectfully submitted,



Martha Shimkin

Adult Formation & Discipleship Report

This Vestry stewardship area was as disrupted as any other by the pandemic. There were no retreats, nor any other in-person events, after early March (except for a Shrine Mont weekend like no other).

Our Lenten Series, “The Way of Love,” was forced to adapt from an initial in-person format to a virtual one in March. So was:

- The Lenten book group, which discussed Frederick Buechner’s *The Longing for Home*;
- The Benedictine Group, which continued to meet on Tuesday evenings;
- Education for Ministry, which continued to meet on Wednesday evenings; and
- The third Saturday morning Bible study.

The ease of meeting via Zoom may actually have benefitted our Bible Study program, as we added a Thursday morning meeting in May, led by the clergy. In early September, this program effectively merged with the third Saturday morning program, which became a weekly event based on the same text. We added yet another Bible study in December, with a social justice focus, a Wednesday evening discussion of Daniel Hawk’s *Joshua in 3-D*, led by Father Sam.

Similarly, 2020 became the year of Virtual Forum Hours. Our first two were held in person:

- January 12: “Why We Do What We Do” – Father Randy on the symbolism used in the Eucharist.
- February 23: “What Shall We Make of this Lent?” – the Immanuel clergy and seminarians on classic ways and new possibilities to consider a Lenten discipline.

But then, after a slow start, we ended up having roughly one a month on a range of parishioner-generated topics:

- May 31: John Lent, Executive Director of the American Friends of the Episcopal Diocese of Jerusalem, on the current state of Jerusalem and Palestine.
- June 7: Melanie Gray, Director of Outreach & Mission at Christ Church, and Immanuel parishioners Julie Bruns, Pierre Shostal, Rick Glassco and Lisa Clausen, on the effect of the pandemic on Alexandria residents and the emergency financial assistance ministries operated by the Lazarus Project and ALIVE.
- August 23: Immanuel’s Creation Care Team (Kathryn Jackson Haskin, Julie Bruns, Kevin Kirby, and Denise Freeland) on plans for installing solar panels at Zabriskie, revising the Memorial Garden, and a plastic bag recycling challenge for the Immanuel community.
- August 30: “COVID and Contemplation” -- Chris Fafard, Barbara Fornoff and MaryAnn Rehnke on meditation and other contemplative practices, particularly during the pandemic.
- September 27: Pumpkin Patch leaders on Immanuel’s plans for holding the Patch despite the pandemic.
- October 11: Don Gurney, Voter Services Chair of the League of Women Voters of Arlington, on (i) expanded voting opportunities for the November 3 election, thanks to recent state legislation, and (ii) the two state constitutional amendments on the ballot, particularly #1 on a bipartisan redistricting commission.

- October 18: “Social Media and Internet Safety” -- Father Sam on different kinds of social media, suggestions for how to assess the truth of what you’re reading, and specific dos and don’ts for what you post in order to keep yourself safe.
- November 8: Jim Knotts, President and Chief Executive Officer of the Vietnam Veterans Memorial Fund, the nonprofit organization that built and maintains The Vietnam Veterans Wall, on the history of and stories from the Vietnam Wall.
- November 15: “Faith like a Pumpkin Seed” -- Pumpkin Patch leaders on the astonishing success of the Patch this year (and lessons for next year’s Patch).

Our annual Shrine Mont weekend retreat, held over Memorial Day Weekend since time immemorial, was initially postponed, but then took place over the weekend of September 18-20, after Shrine Mont had perfected a package of COVID-19-safe operating practices. While it was the smallest group of parishioners ever at Shrine Mont, those who participated had an intimate, welcome escape from Northern Virginia.

Finally, but perhaps most significant, in 2020 Immanuel began to confront the legacy of racism and injustice that unfortunately forms an inherent part of these United States. We held several listening sessions in August to scope out a new Social Justice ministry, which will also become a new Vestry stewardship area. This was followed by a further planning session in November, as well as Father Sam’s program on Joshua in December. This work has begun to manifest itself in 2021 in the first of a series of evening programs based on the Sacred Grounds curriculum, a series of eleven 90-minute sessions. Look for further growth in this important new ministry.

Faithfully,



Jamie Conrad
Vestry Steward

COMMUNICATIONS REPORT

Communications Committee

We started our mission this year by constituting a Communications Committee comprising: John Bednar, Dr. Alexandra (Sandra) Graham, Dr. Paul Lartey, Candy Levin, the Rev. Jan Maas, Katherine Maas, and Brooke Roberts (Chair), later joined by the Rev. Sam Sheridan. Our goals for the year included: using our online media platforms for frequent communication, showing appreciation for volunteers, publicizing activities of the Vestry, promoting our music ministry, advertising our worship services and events in local newspapers, and incorporating learning resources on our website.

Using Immanuel's Communications Platforms

Our social media platforms played a pivotal role in frequently and regularly updating parishioners since the start of the COVID-19 pandemic. We were consistent in sending out Brooke's weekly e-blast *This Week at Immanuel*, which contained information on upcoming worship services, announcements, messages from the clergy, weekly bible readings and meetings, and even urgent messages that required immediate action. In addition, we added a second weekly e-blast that comes out on Tuesdays to remind us of current mid-week activities and Zoom calls.

Our goal last year was to increase subscriptions to Immanuel's private Facebook page by 20%, and through the hard work of Candy Levin, subscription increased by over 50%. Additionally, we successfully cleaned up Immanuel's e-mail contact database. These advances greatly contributed to our ability to disseminate information to parishioners in an efficient and timely manner. Hence as we moved away completely from in-person to virtual worship services, we were able to use our YouTube channel and Facebook page in complementary and synergistic ways to make the services widely accessible.

In response to past parishioner comments and to increase the frequency and quality of our print publications, we made several changes to our print products. First, we changed the format and frequency of our longstanding newsletter *The Almond Tree*, changing it from a monthly to a quarterly magazine. In addition to more than quadrupling the size of the publication, the new format allowed Aleta to offer a variety of feature stories that focus on the personal experiences of parishioners and their church family interests. Finally, our monthly news bulletin *This Month at Immanuel* became *The Almond Tree: In Brief*, a circular that kept the clergy letter feature, and added more visual content on current activities and recently held events. Both publications are available in electronic and print formats.

IMMANUEL CHURCH-ON-THE-HILL: MAY 2020
THIS MONTH AT IMMANUEL

I will make a covenant of peace with them; I shall be an everlasting covenant with them and I will bless them and multiply them, and so on by dozens among their generations. My dwelling place shall be with them, and I will be their God, and they shall be my people. - Isaiah 54:10-11

Church of the Ethereal
One of the great delights for me as a priest is visiting people in their homes. Most of our time together is at church, and the opportunity to be with people in their space, with their treasures, and their animals gives me a deeper sense of who they are and how God has settled into their lives. Worshipping together on Zoom has given not just me, but all of us a bit of a glimpse into each other's homes, and this last Sunday a glimpse of the church seen as well.

Disaster brought us to this wild new "Church of the Ethereal" (C of E) and we've found the Spirit continues to flow through us all, despite our separation, just as the Spirit in church, connecting us effortlessly as the body of Christ. Our homes have become our church, and perhaps we can all recognize them as our sacred space. When telling people their home is holy - which I always do when I go to visit - most demur, saying "no, not this house!" but sometimes they show me pictures of a disaster, or a place where they always go to read scripture or to say prayer or even to cry. Maybe the gift of this global "right now" will be the ability to recognize and honor the sacredness of our homes, however grand or humble. Recognize the passion, the conversation, the everydayness of our homes as sacred and holy and blessed. Even the messiness and the dirt and whatever is the cat dragged in.

Once I began to recognize my home as sacred space, it was easier to imagine God hanging out there with me. Maybe sitting on the sofa or nooping in the good chair in the living room on Sunday afternoons. It is comfort, a blessing and sometimes a call to get moving. Now, with Zoom, God feels even more present and I've brought some fabulous guests - I've brought all of you. I hope you like dogs.

Jaaser

IN THIS ISSUE
Church of the Ethereal, by the Rev. Susan Parsons
Join Us For Virtual Worship and Bible Study
Report from the Vestry
Make Good Use of "Stay Home" Time: Take a Look at Your Estate Planning Documents
Grace and Gratitude

THE ALMOND TREE
QUARTERLY MAGAZINE OF IMMANUEL CHURCH-ON-THE-HILL
JULY 2020

A SALUTE TO IMMANUEL'S Veterans

CANDY LEVIN'S VISIT & CANDID'S INTERVIEW ON HER SERVICE

The Almond Tree: In Brief
10th VESTRY COUNCIL ON BUDGETARY CHANGES ON-THE-HILL
October 1, 2020

In This Issue...

- AN EVENING FOR THE AGES: Joyce Chastain, Elizabeth and the English Academy give a beautiful "Tale of Two Cities" and call to action following Immanuel's online youth concert.
- PRELUDE: FATHER HOUSH 2020
- FLY: STORIES OF RESILIENCE
- BLESSINGS OF THE FEED: ZACHARY PARSONS' LOVE
- Submit names for All Saints: Sunday, November 1st
- Submit Your Story for "Christmas: MERRY LATE" by November 15th

Chastain, Housh, and Elizabeth Chastain, Elizabeth perform "How the Lord is Good" - "The Tale of Two Cities" - Joyce Chastain gives an address following the concert and the English Academy gives an address following the concert and the English Academy gives an address following the concert.

Thank You

A letter of appreciation from the most-exceptional duo who helped produce "All Good Gifts: An Immanuel Evening" online September 11th.

An Evening for the Ages
As our Immanuel community searched this summer for new ways to engage safely in worship, fellowship and outreach, it became clear that our world has been turned upside-down. We needed something to provide us, remind us who we are, and create a sense of connection.

This is how our "virtual worship for Immanuel" was born... and what a homecoming it was! The original, living, actual, reading and instrumental performance was a feast for the senses. The audience provided real-time commentary throughout, with laughs, tears and cheers. Our community partners, ALLIVE, The Carpenter, Clarke and Luzzo, Merino, joined us to share how they are looking, clothing and honoring our neighbors who are struggling in this difficult time. You are still needed, so please visit their websites and consider making an "evening offering." The evening has raised nearly \$700 for our partners thus far, and we would be delighted if we could double that amount.

* ALLIVE Incorporated: <https://www.alliveinc.com/> (click "Get Involved")

Meeting the Challenges of COVID-19

By the Grace of God, the committee was able to adapt to the many challenges posed by the COVID-19 pandemic and keep the Immanuel community together in worship every Sunday. Initially, we recorded services at Zabriskie Chapel during the week, involving as few people as possible and adhering strictly to the guidelines set forth by our Bishop. The recorded services were then posted on our YouTube channel and on Facebook for parishioners to access on Sundays. We subsequently learned how to live-stream the services safely from Zabriskie. When the Diocese deemed that this was no longer safe, we adapted to worshipping via Zoom and devised ways to incorporate music into our virtual service with prerecording offerings from our choir, and via live music performed at Immanuel Chapel.

During the summer we were able to worship outdoors, socially-distanced and wearing face masks – and through considerable trial and error we developed a system for efficient live streaming from the Grove at the Virginia Theological Seminary. When the weather no longer permitted, we moved our services indoors at Immanuel, still observing strict precautions. We now use a hybrid of live streaming from Immanuel and participation via Zoom by readers and intercessors at home. Many thanks to John Bednar, Mark Fearer, Scott Hovis and the Rev. Sam Sheridan for their ideas and immense amount of sacrifice of their time to make this possible. Thanks also go to Doug Onley, Sydney Onley, Darrell Wilson and Keith June for pitching in as set-up and video crew for the outdoor and current virtual services.

Immanuel's Website

We added several new pages to the Immanuel website in order to streamline communications and enhance site experience. For example, we developed seasonal pages to advertise the Pumpkin Patch as well as the events and worship services of Holy Week and Easter, Advent, and Christmas.

In order to highlight music offered by the Immanuel Choir, directed by Dr. Jane Tavernier, we developed a new page *Immanuel Choir Videos* linked to the *Music at Immanuel* page. The page provides a listing and links to choir music posted on YouTube, music videos we composited from audio recordings of the choir, and solo anthems performed during our virtual services.

We developed a *Coronavirus Response* page on the website. It features a collection of letters and updates from the Rector, links to our virtual services, reflections from the Immanuel community and a link for requesting help and connecting with fellow parishioners who are in a position to help. The page also provides quick links to community and government resources such as CDC, Virginia Department of Health, and Episcopal Diocese of Virginia COVID-19 resources.

In order to improve and streamline access to the services of the communications committee, we have created an email address (communications@icoh.net) and added a Communications Request Form to the website. This is a one-stop-shop form enabling parishioners to contact all members of Immanuel's communications team at once with any request for communications either internally to the parish, or externally to the world. This obviates the need to send separate messages to people working on diverse platforms in order to access support.

Still Ahead

We are working on a Learning Resources page that will provide links to the Episcopal Church Library and other resources. We also hope to rekindle our goal of advertising our worship and other events in newspapers when the pandemic ends. In addition, we are developing a comprehensive social media strategy championed by the Rev. Sam Sheridan, which we aim to complete in early 2021.

Meanwhile, based on lessons learned and the belief that our virtual presence is here to stay, we have proposed the establishment of a new permanent part-time position at Immanuel: the Virtual Verger (VV). We envision the VV as a person working with Clergy and volunteers to enhance the effectiveness of our worship and

ministries. The VV will oversee and develop our web and social media presence and assist in the management of audiovisual and communications technology. We believe there is a need to build on what we have, as it is enabling parishioners who have moved away to school and other endeavors to remain engaged and contribute to the mission: *“Go into all the world and preach the gospel to all creation”* Mark 16:15 (NIV)

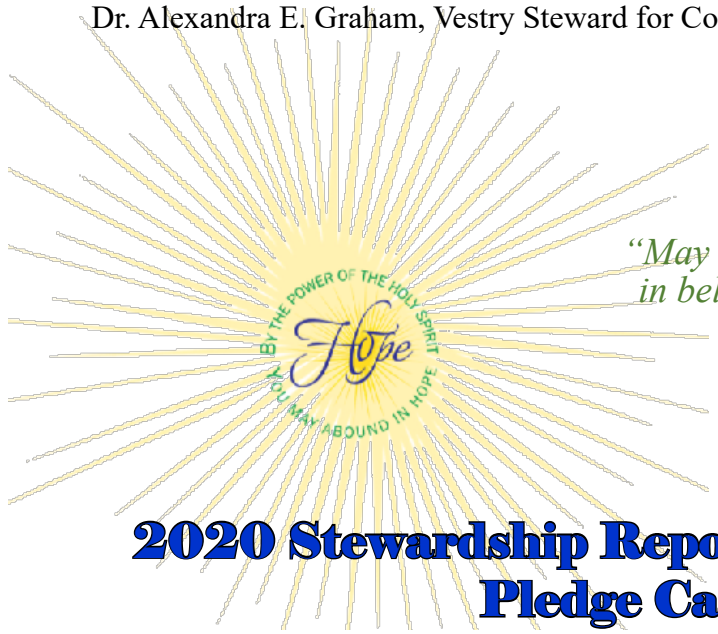
Personal Grace and Gratitude

I thank God for the opportunity to have served on the Vestry and work with such selfless and talented people on the Vestry and the Communications Committee. My special thanks go to Brooke Roberts for her unflinching support during my tenure. I plan to stay engaged by the Grace of God.

Respectfully submitted,

Sandra

Dr. Alexandra E. Graham, Vestry Steward for Communications



“May the God of hope fill you with all joy and peace in believing so that by the power of the Holy Spirit you may abound in hope.” Romans 15:13

2020 Stewardship Report – Immanuel’s Every Member Pledge Campaign for 2021

A Big Thank You!

Special thanks to all parishioners for your support of Immanuel’s 2021 Every Member Pledge campaign, “Abound in Hope.”

As of Thursday, January 28, 2021, the Every Member Pledge campaign results are:

- **158 pledges**
- **\$669,663 in pledge amounts**
- **15 new/ reinstated pledges**
- **85 increased pledges (15 new/lapsed, 70 existing)**
- **\$67,179 in increased pledge amounts**(\$25,984 in new/lapsed, \$41,195 in existing)
- **Median pledge increased to \$3,000 from \$2,500 in 2020**

The Treasurer’s current projection of outcomes – 169 pledging families with pledge totals of \$690,000 –is based on historic giving patterns of current pledgers and new pledges. We are 88 percent of the way in number of pledges we expect to receive and 94 percent of the way in meeting our financial goal.

If you are in a position to pledge for 2021, we greatly welcome and encourage your pledge, if you have not already done this.

Special thanks to the members of the Stewardship committee and others for their dedication and commitment to the success of Immanuel's 2021 Every Member Pledge campaign:

Tom Brown
Jamie Conrad, co-chair
Taylor Houck
Doug John (phone outreach ministry)
Danette (Dani) Kauffman, co-chair
Dorothy Kellogg
Kerry Kelly Wade
Allison (Ally) Powell-Switaj
Hartley Hobson Wensing (phone outreach ministry)
Kristin Whitman
Randy Alexander, Rector
Tom Hewson, Treasurer

Campaign Theme and Scriptural Foundation

“Abound in Hope” is Immanuel's 2021 Every Member Pledge campaign theme. This theme seemed especially relevant in the midst of the COVID-19 global pandemic. The holy words of scripture that inspired our theme are:

From the New Testament

Romans 15:13 “May the God of hope fill you with all joy and peace in believing so that by the power of the Holy Spirit you may abound in hope.”

From the Old Testament

Jeremiah 29:11 “For I know the plans I have for you,” declares the Lord, “plans for your welfare and not for harm, plans to give you hope and a future.”

2021 Every Member Pledge Campaign – Timing and Schedule

The 2021 pledge campaign ran four weeks, launching on Sunday, November 1, 2020, and concluding with the blessing of pledges on Commitment Sunday, November 22, 2020. The campaign was timed to start immediately after Pumpkin Patch activities and conclude before Advent. In preparation for the campaign launch, co-chairs began planning in August and continued preparations through October to complete theme development and design, communications, and incorporate valuable input from Stewardship Committee members.

“Stewardship Minute” Testimonials

For each of the four Sundays of the Every Member Pledge campaign, parishioners spoke about the importance of Immanuel in their life and the role of generosity and gratitude in inspiring them to give back to God and Immanuel.

“Stewardship Minute” speakers were Kristi Kubista-Hovis; Katherine Maas; the Augustine Family -- Sanjiv, Sujatha, Sameer, and Sandhya; and Wendy Lane John.

Outreach to Parishioners

Stewardship committee members and others gathered virtually on January 10, 2021, to contact 33 active families and individuals who had pledged in recent years, but not for 2021. Callers answered questions about the Every Member Pledge campaign and provided helpful assistance, if needed, for pledge submission.

Thank You, Again, Immanuel Parishioners

We give special thanks to all who supported Immanuel's 2021 Every Member Pledge campaign "Abound in Hope" and gave of their time, talent and/or treasure.

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

Jamie

Jamie Conrad

Dani

Danette (Dani) Gentile Kauffman

Co-chairs, Every Member Pledge campaign

WE RECOGNIZE AND THANK PARISHIONERS WHO HAVE PLEDGED FOR 2021 AND WHO PROVIDED PERMISSION TO BE LISTED

Diane Adams
Randy and Patty Alexander
Gerald and Eve Anderson
Elizabeth Arnold
Brad and Melinda Ashton
David Atwood and Nancy Reuschel
Sanjiv and Sujatha Augustine
Caroline Bergmark and Francine Wargo
Karen Besser
Andy and Alisa Biache
Benjamin Bridges
Tom and Sally Guy Brown Jr.
Dennis and Julie Bruns
Governor and Maria Burke
Hugh and Jan Campbell
David and Susan Cavanaugh
Adrienne and Anthony Christino
Leif Christoffersen
Harrison Clark
James and Lisa Clausen
Adam and Laura Cohn
James and Kathy Conrad
Wilton and Mary Bruce Corkern
Curt Cowan
Craig Family
Carol Crossmire
Thomas and Carrie Cuddy
Barbara Currie
Bette Davis
Gary and Mei Lung De Vight
Bill and Shirley Dols
Linda Donahue

Jeannie Cummins Eisenhour
Jeremy and Erika Enright
Mark Fearer
Sara Fein
Pat Flagg
Jane Flinn
Barbara Fornoff
Francois and Lynn Gas
Rick and Sarah Glassco
William and Jennifer Goodyear
Chuck and Margie Griffith, Jr.
Kenneth Gerhart and Lucia Hadley
Tom and Stephanie Harris
Matt and Kathryn Haskin
Doug Henry
Tom and Debbie Hewson Jr.
Dick and Kathleen Hobson
Richard Hobson, Jr.
Ruthanna Hooke and Judy Adkins
Taylor Houck
Kristi Kubista-Hovis
Rollin and Ann Huntington
Thomas Hussey
David and Marianne Ingold
Doug and Wendy John
David and Wendy-Lane John
Gordon and Frances Johnson
Rupal Pujara and Rob Johnson
Danette Gentile Kauffman
Dorothy Kellogg
Susan Kelly

Susan Kernan
Tom and Roz Kerns
Kevin and Eileen Kirby
Barbara Kirkland
Theresa Kliczewski and Sorin Marcu
Jim and Connie Kurz
Paul Lartey and Alexandra Graham
Canice Levin
Kathy Lloyd
Len and Sue Lynch
Jan Maas
Katherine Maas
Jessi Ruth MacLeod
Martha Manson
Mia and Ken Mason
Chandley McDonald
Ken McDonald
Bryant and Madeleine Mitchell
Bruce and Cynthia Morton
Bob and Carla Murray
Keith and Courtney Nahigian
Rev Jo-Ann Murphy
Celia Ochs
Faith Olson
Douglas and Kameran Onley
Rev Susan Parsons
Oliver Patton and Biz Van Gelder
Carol Phillips
Jackie Phillips
Marcus Rarick
Eric and Jennifer Reading
Mary Ann F. Rehnke
Stefanie Reponen
Mary Ann Ring
Brooke Roberts
Armstrong and Meredith Robinson
Tony and Patsy Rogers
Mary Jane Ruhl

Jackie Rustigian
Linda Serabian
Tom and Martha Shimkin
Pierre and Hilary Shostal
Michael Reinemer and Lisa Siegrist
Dodd and Phyllis Sims
Catherine Sinclair
Stewart and Teresa Skubel
John M. Smith
John and Louisa Smucker 3rd
Paul Smyth and Denise Freeland
Jim and Laura Snow
Dagobert and Lissa Soergel
Agnes Soos
Catherine Stanish
Rosemari and Edmund Sullivan
Kevin and Allison Switaj
Norma and Richard Taliaferro
Jane Tavernier
Bobbie Thomas
Marda Robillard and Patrick Tribe
Chris Von Schoening
Kerry Kelly Wade
Frank Wade
Karen and John Walker
RADM Edward K. Walker, Jr.
Betty Wanamaker
Mollie Warner
Kevin and Hartley Wensing
Jeremy and Margaret Whelpley
Shawn and Kristin Whitman
Susan Wiard
Charles and Pamela Willard
Darrell and Leah Wilson
Marilynn Wilson
Jim and Nancy Wise
Teddy and Lindsay Yates
Katherine Smith and Brian Young

2020 Planned Giving Report

Zabriskie Society

Giving Thanks for All Who Nurture a Strong Future for our Parish

We thank all parishioners – living and those who have gone before us – who have made Immanuel or one of its trust funds a beneficiary through their will, insurance policy, financial account, or other planned giving program. There is no minimum gift amount required to designate a future, legacy gift to Immanuel and become a member of the Zabriskie Society.

The amount of the gift is not what matters. It is your commitment to Immanuel's strong future that is priceless.

Making Plans for a Future Gift

Immanuel is blessed to have 68 living members of the Zabriskie Society who are showing their confidence in and commitment to Immanuel by making plans for a future, legacy gift.

Throughout its history, Immanuel has been blessed with more than one hundred Zabriskie Society members who have shown their commitment to Immanuel's strong future.

Planned Giving Committee

We are thankful for the dedication and commitment of the Planned Giving committee to secure a bright future for Immanuel Church-on-the-Hill:

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

Planned Giving Work in 2020

- Two families became new members of the Zabriskie Society in 2020. An additional parishioner alerted us that, due to a clerical oversight, they have been a longtime, although unrecognized, member of the Zabriskie Society.
- Thirty-three members of the Zabriskie Society and their guests attended the 2020 thank you reception held on the VTS campus in the newly renovated Scott Lounge on Feb. 29, 2020. For many, this annual reception was one of the last social programs in which they participated in person and without face masks



(Left-to-right) *Front row, seated:* Kerry Kelly Wade, Danette “Dani” Kauffman, the Rev. Randy Alexander, Tony Rogers, Dick Hobson and Kay Hobson/ *Second row:* Jan Campbell, Patricia Rogers, Chandley McDonald, Sally Guy Brown, Agnes Soos, Debbie Hewson, Alisa Biache, and The Rev. Dr. Frank Wade/ *Third row:* Shawn Whitman, Mark Fearer, Marie Repsher, Hugh Campbell, Ken McDonald, Melinda Ashton, Tom Brown, Tom Hewson, Richard Rogers, Jamie Conrad, Andy Biache, and Brad Ashton

at Immanuel in 2020. Guests socialized and learned from Father Randy about the founding visionaries of the Zabriskie Society, such as Rosalie Taylor, and her vision to create an endowment trust fund to support the parish into the future. Guests received a flowering plant as a living reminder of our appreciation. The photograph, shown here, highlights attendees at this Zabriskie Society reception in February 2020.

- The Zabriskie Society’s new graphic identification was introduced to members at the annual reception. Shown at the top of this report, the graphic identification includes the “infinity” symbol to emphasize the commitment of Zabriskie Society members to an enduring spirit of support for Immanuel’s ministry and mission.
- Zabriskie Society members received a personalized, printed Christmas card in December 2020 from the clergy and vestry. The card, suitable for framing, shows a winter night scene of Zabriskie Chapel drawn by parishioner Thomas L. Kerns. The message expressed deep gratitude for Zabriskie Society members’ dedication, commitment, and thoughtful support to sustain Immanuel Church-on-the-Hill for a strong future.
- Tom Hewson researched historical documents held by the church to ensure membership information since the year 2000 is complete and accurate.

Respectfully submitted,

Dani

Danette (Dani) Gentile Kauffman
Vestry Steward for Planned Giving

Zabriskie Society

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

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

2020 Outreach Steward's Report

The Outreach Committee's activities for 2020 were coordinated by Jim Snow, Jim Wise, and Julie Bruns. The Immanuel Vestry oversees the Committee, approves the Outreach Budget, and approves the rules covering the Outreach Committee's operations. The Committee reviews all proposals for funding and requires that each has the support and involvement of a parishioner or member of the clergy staff and meets approved guidelines.

Procedures for approving disbursements, dealing with disaster support and other unanticipated needs are covered by Vestry-approved administrative rules. The Outreach Committee organizes the annual Pumpkin Patch operations that raise money to fund the organizations and initiatives in the Outreach budget. This year, 2020, we celebrated the 27th year of the Patch. And what a year it was!

During the middle of the summer and early fall, the Outreach Committee met several times to discuss the feasibility of even holding the Patch this year, given the danger of the Covid-19 pandemic and health restrictions. Several conditions were met that allowed us to decide to go ahead with our annual Patch. One major advantage was our certification by the Alexandria Health Department. Marilyn Wilson effectively coordinated our work with the Alexandria Health Department to maximize health protections for our volunteers and patch customers. We worked with our supplier, the Pumpkin Patch Fundraisers (PPF), who assured us they could ship the pumpkins on pallets and in large Gaylord boxes for ease in transferring the pumpkins from the trucks to the Patch on the Immanuel grounds.

A very generous neighbor of Tom Kerns, P J. Goel, and Bernard, his skilled forklift operator, donated time and expertise to see that each truckload of pumpkins was delivered safely to the Patch. The forklift was also donated by a local rental business. The Patch was quickly filled with beautiful pumpkins, ready for eager buyers. And buyers indeed came. As good weather held throughout October, day after day, weekend after weekend, sales of pumpkins, crafts, baked goods, soups, and our traditional apple crisps were phenomenal. Our profit from the Pumpkin Patch sales is \$86,000.

As we report to the parish on the 2020 Pumpkin Patch, the good news has arrived from Pumpkin Patch Fundraisers: out of all of their clients, Immanuel was number one in sales this year! Congratulations and thank you to all who participated in this event. It enables the Outreach Committee to increase many of our donations in a year when the need is so great.

PARISH: Due to COVID-19, the Committee did not budget contributions to any Adult and Youth Mission trips in 2021. Similarly, we did not budget for the Oral Rehydration Project we annually conduct with Temple Beth El. We're hopeful that we can resume these activities once the pandemic is under control.

In the 2021 Outreach Budget, the Committee and Vestry approved holding \$12,000 in reserve for unanticipated needs and emergencies. In the past, we have responded through our reserved funds to natural disasters here and abroad as well as other unanticipated needs. The reserve funds give us resources and flexibility to help in such situations.

We list below the charities to which we are contributing to this year.

ALEXANDRIA CHARITIES: Alexandria Tutoring Consortium, Alexandria Board of Lady Managers (INOVA Hospital). Alive! Alive! Child Development Center, Alive! Shelter, Arlandria Clinic, Carpenter's

Shelter, Carpenter's Shelter Meals, Christ House Meals, Child & Family Network Center, Community Lodging, Senior Services of Alexandria, West End Lazarus Ministry, Christ Church Refugee Ministry. This year we added the Grace Episcopal Food Pantry.

REGIONAL AND NATIONAL CHARITIES: Greater Washington Power and Light, Virginia Interfaith Center for Public Policy, Offender Aid and Restoration (OAR), Samaritan Ministry of Greater Washington, Bishop John T. Walker School for Boys in Washington. Please note that this year there was no steward for the United Thank Offering. The vestry would be grateful to have a volunteer take on this worthy charity.

INTERNATIONAL PROGRAMS: Five Talents, Haiti Micah Program, Heifer Program International, KRMA - Uganda Women's Ministry, American Friends of the Diocese of Jerusalem, Stand with Iraqi Christians. Because of the pandemic this year, we did not participate in the Oral Rehydration Project.

It is worth noting that we are continuing our close collaboration on outreach with other Episcopal Churches in Alexandria. The West End and Refugee ministries are managed by Melanie Gray, a professional social worker on the staff of Christ Church. This year we contributed \$12,000 to those ministries. Similarly, we are contributing funds and food to the food pantry of Grace Church on Russell Road. An outreach goal is to enhance these cooperative efforts among Alexandria churches.

Following are Daobert Soergel's highlights from **CHRISTMAS FAMILIES IN AUGUST, CHRISTMAS FAMILIES 2020**, and **THE HEIFER PROJECT**: Like everything in life this year, Christmas Families was so different without all the hands-on buying and distributing school supplies and toys that bring joy and learning. Yet the response of the parish was overwhelming in the size of the special collections that provided money to meet urgent needs.

Christmas Families in August: The special collection totaled \$7,000, distributed as follows: \$4,000 to Human Services (\$3,000 more than last year) \$1,000 to Community Lodgings (same as last year) \$2,000 to the Micah project to take care of needs when schools start up in Haiti (same as last year). We gave more to Human Services to replace the backpacks filled with school supplies and meet even greater needs. Online-only education puts even more stress on the poor than on the well-to-do.

Christmas Families: The special collection totaled \$10,000. Alexandria Human Services organized a gift card program instead of their usual collection of toys and bicycles. They needed money contributions early in November, so Immanuel contributed \$5,000, drawing on the Christmas Families Fund to be restored from the special collection. The Fund was established in 2005 with contributions from the public after a fire in the Soergel house destroyed Christmas Families toys stored there. The Fund now consists of remaining cash and an inventory of toys bought taking advantage of special sales. Through our contact with New Hope Housing, we gave toys to six families (18 children, 10 parents) in apartments there from inventory, valued at approximately \$1,000. We reimbursed the Fund for that amount from the special collection.

In previous years we provided gifts for some families supported by the Lazarus Ministry administered by Christ Church. This year they gave gift cards and small stocking stuffers bought with funds provided by a sponsor. The Alexandria Community Shelter has very low occupancy and hardly any children, so we will work with them again in 2021.

That left \$4,000 from the collection, making possible another check to Human Services to support families who struggle with daily life and managing online schooling. We are still celebrating Christ's coming by helping to bring His light into the world.

Thanks to all who contributed to the special collection to make this possible, and thanks to the Rector and all the Immanuel clergy and staff for their support.

Respectfully submitted.

Team: Dagobert and Lissa Soergel; Linda Serabian; Julie Bruns; Connie Kurz and Laura Snow (Books in normal years); Tom Cuddy (bicycles); Candy Levin, Laura Snow, and Brooke Roberts (doll clothes, children's coats); Brooke Roberts (communications).

THE HEIFER PROJECT: For the last 21 years Sunday School has hosted an annual Heifer Fair, typically raising \$5000, to allow us to donate an ark. This year the pandemic made it impossible for us to host the fair. It is our hope to be back together soon and restart this tradition.

Respectfully submitted,

Linda

Linda Serabian

We are grateful for the time and resources donated by members of the Immanuel parish family that allows the Outreach Committee to care for the local, national, and international charities that we help. This ministry is truly God's work and a privilege that serves our community and beyond.

Respectfully submitted,

Chandley

Chandley McDonald

Fellowship

Wow! What a year for fellowship at Immanuel Church-on-the-Hill and for all entities, as well!

Fellowship at Immanuel 2020 has been like nothing we have ever experienced!! I have wracked my brain to find ways to keep our parishioners connected. Funny thing is that when our Vestry met at the end of January last year for our Vestry Retreat we were required to list 3 goals for the new year. As a new Vestry member, I knew I wanted to get as many people involved as possible. Hahaha. This was ridiculous when the pandemic hit and everything was closed down, not to mention the social events we had planned for our church. Luckily, we did have one event before we were barred from gathering as a community, our Mardi Gras event for the Seniors. It was great. Led by Karen Besser, our Seniors Ministry steward and planner extraordinaire, she did a wonderful job of making this such a memorable event for our Seniors. We had a great band which played New Orleans jazz and our wonderful kitchen crew led by Connie Kurz provided the most scrumptious meal and with games and prizes, all had a great time, ending the meal with a King's cake dessert. Our highlight was the crowning of our King and Queen. King Jim Clausen and Queen Chandley McDonald took their bows with congratulations & flowers for the Queen and a crown for the King. Ironically, they were to rule over the Pancake Supper, which did not occur. They tell me they are "saving up their power" for next year. Watch out Immanuelites!!

Well, since I did not have potlucks to rule over, and other such events, I felt so badly that we were not meeting as a church at Shrine Mont this Memorial Day and when I had seen patriotic cookies created by a fellow neighbor, with the collaboration of our Senior Warden, Keith June, we decided that we could have special, patriotic decorated red, white, & blue cookies delivered to the parishioners as we executed Operation Memorial Day Cookie Delivery. Meeting in the parking lot of the church, deliverers got their marching orders and were dispersed. This was to honor our Veterans and let our parishioners know how much we missed them. We delivered to over 170 homes. We provided a cookie for every member. Well, I am happy to say that we had over 30 individuals delivering the cookies, which helped me meet my goal of more people involved. Everyone was pleasantly surprised that they thoroughly enjoyed seeing fellow parishioners, even if from afar as we were to drop the cookies off at the porch, with mask and helped reiterate that the church, clergy, and Vestry wanted the parishioners to know they were thought of and missed. I heard things that helped us know what some of our parishioners were experiencing and we were able to relay to the Rector so as to stay connected. He was able to contact those going through some tough times.

Time went by and Homecoming came and it was decided that parishioners could bring their lunch to eat in their "circle" and see others afar eating their lunch after our outdoor worship service. Yuck! nothing worse than watching others eat and not being able to "visit and share space!" We decided, also with collaboration with Keith June, our Senior Warden, that we would "spice things up" by having a "give away". We gave gifts of sanitizer and stress squeezies, wine, nuts because we know if you are not "nuts" by now, we want you to at least eat them, kids blanket, and hot chocolate mixes and mugs and other fun items, including a Texas BBQ brisket dinner with all the 'fixins' donated by the Sims'. Lucky family, Doug and Kameron Onley, have yet to "cash in" on this treat, but what a nice spring thing to "cash in" on. Keith was my "helper" in distributing numbers for kids and adults and drawing winners. Must I say, with a little coaxing, he makes a great assistant. 😊!! (In other words, I can boss him around and he responds so well.)

Well, things drug on and we were so perplexed about staying connected to our parishioners. Lo and behold, we decided to deliver Advent Wreath kits. Some had never made an Advent Wreath and decided to try it. We included artificial wreaths, candle holders, candles and Advent wreath instructions and leaflet with Advent scriptures and a note from the Clergy & Vestry reiterating how much we miss everyone. Our Associate Rector, Susan Parsons, had a Zoom meeting after the worship service to explain the wreath making. With a glitch in the candle delivery and the postal service being inundated at the holiday time, much stress ensued. We wanted our

Godly Play families to have their bags in a timely manner (before the first Sunday of Advent), my good friend and faithful servant, Sarah Glassco found a business that sold enough for our Godly Play bags. Special thanks to Sarah. (BTW watch the great Godly Play videos and see how effective and inspirational our Godly Play leaders are in sharing God's Biblical stories for our young family members. They are so good and make me so proud of their efforts.) Thank you, ladies.

This is so hard for me, especially. I so love Immanuelites and find it so difficult to not be in touch. I had over 20 deliverers for the wreaths and that again got so many more involved. As before, the blessings were shared by the deliverers that they enjoyed seeing parishioners. Some caught up with happenings within the families and helped us realize how important it is to see and connect to our community. Thanks to all my «helpers». We delivered 191 bags. Brooke Roberts and Candy Levin came to my home with masks on and helped me assemble the bags and work out the delivery routes. This was a treat for me and I could not have done it without them. Note: I had Keith June run to Michael's for me for twine and spray plastic. What a help. Bet he hasn't been «bossed» so much in his life. Always with a smile, though and I so appreciate his support and willingness to do anything to make things happen when it comes to Immanuel. I will miss his leadership as he completes his Vestry term. He has been a fantastic leader and such a stalwart for us all on the Vestry & Clergy.

As I am hopeful next year will be better, I am realistic to know that we will continue to mask up, stay the distance and wash our hands continually plus use sanitizer when necessary for a good part of 2021. Know that we love you and think of you often and want to show you how much we miss you. Also, please let us know if there is anything we can help you with or just to pass along any worries or concerns you have. That is what family is for. We love you.

Most sincerely,
Phyllis Sims
Fellowship Steward



Evangelism and Newcomers

Watch, stand fast in the faith, be brave, be strong. Let all that you do be done with love.

1 Corinthians 16:13-14

At a time when gathering in person was limited, there were not many opportunities to directly connect with newcomers. Making our services available online allowed us to reach out beyond our current parishioners. Tracking and follow up with new visitors though were not always possible.

Since there weren't many newcomers, we offered support other ministry area events and looked for creative new ways to keep parishioners engaged. A number of different ideas were suggested and implemented over the course of the year. One idea that took hold and continued was the weekly online Compline service.

As we enter a new year, we will continue to work with other ministry areas and look for new ways to invite and welcome newcomers.

Respectfully submitted,

Francine Wargo

Francine Wargo

Vestry Steward for Newcomers and Evangelism

Report on Children, Youth, and Families Ministries

Looking back on 2020 it is amazing to recall that the year began “as normal” with our EYC retreat to Shrine Mont. A dedicated team of adult volunteers chaperoned 20 youth for our annual retreat for teenagers. Jeannie Cummins-Eisenhour and Carrie Cuddy took the lead with Connie and Jim Kurz once again providing gourmet sustenance. Beth Hendrix led the group in the spiritual theme for the weekend and other indispensable chaperones included Andy Biache, Rob Johnson and Hollyann Morton.

Sunday School and Godly Play were gathering children each Sunday giving them space for imagination and praise. The children’s choir led by Roz Kerns and Wendy Lane delighted us monthly. We had over 30 people attend Fellowship Night (remember those?) in February where Eileen Monin-Kirby provided a delicious meal, Sunday School teachers taught in the basement classrooms and Sarah Glassco led a Godly Play workshop for adults and a few teenagers. Immanuel life was humming along then the world changed.

And our amazing adult volunteers did not miss a beat! Linda Serabian organized sending Sunday School materials and videos out to families and Sarah Glassco did the same for Godly Play. The amount of love and care for our parish children was astounding. In a time of such disconnection, Linda and Sarah were determined that Immanuel’s children would know that their church family missed them and loved them.

Meanwhile the same love and care was evident on the teenage front. Weekly zoom meetings and online game nights with our youth started almost immediately with Hollyann Morton, Rob Johnson, Jeannie Cummins Eisenhour and Carrie Cuddy making sure that our 6th graders on up were connected to each other and to their church family.

As spring emerged, a sign of new life appeared with the announcement by Father Randy that Sam Sheridan would be joining us as Assistant Rector in July. Glory glory! Our adult volunteers had been managing all CYF activities since the Rev. John Hogg departed in August 2019 for his new role as Associate Rector of All Saints Episcopal Church in Richmond; and while supremely capable, we knew we needed ordained leadership to strengthen and sustain our efforts. Our prayers were abundantly answered in Father Sam!

In the early fall Father Sam led us in a “socially distanced, mask wearing” kayaking and outdoor pizza party to launch the fall slate of EYC activities. Sunday evening weekly zoom sessions continued with Father Sam’s leadership and as weather permitted, we held other outdoor, socially distanced activities such as movie nights and assembling care packets for the unhoused. Immanuel youth also participated in the fall virtual homecoming show.

Father Sam also began recording and releasing Sunday School lessons on Immanuel’s YouTube channel so formation for preschool- grade 5 could continue at home. Word has it that adults are also enjoying these weekly lessons.

The year ended with the virtual Christmas pageant written by Fr. Sam and the Advent/Christmas celebration on the VTS Grove where youth and their families staged all sorts of scenes from the story of Jesus’ birth.

Children and youth in the parish were well served during this challenging year by an extremely creative and dedicated group of adult volunteers and by our inspiring and kind leader, Fr. Sam Sheridan.

Respectfully submitted,

Hartley

Hartley Hobson Wensing



Pastoral Care and Senior Ministry Reports

For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching; the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.

Romans 12:4-8

The 2020 Pastoral Care Committee was chaired by the Rev. Susan Parsons, with Shawn Whitman 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, Jessi Macleod, Rosi Urbine, Ellen O'Connor,

The Pastoral Care Committee comprises at least:

Lay Eucharistic Visits Coordinated by the Assistant Rector, visitors who have been licensed by the Diocese to distribute communion are sent out in pairs to parishioners who are homebound, hospitalized, or otherwise unable to get to church. The church members are able to receive Holy Eucharist, hear the Gospel lesson, and share in the current events of Immanuel Church. Messages are delivered between the congregant and the clergy and often flowers from Immanuel Chapel are provided to the recipient(s).

Note Writing Every month, one of the committee members takes on the ministry of writing hand-written notes or cards to those on Immanuel's extended - and short-term prayer list. It is a thoughtful way for us to let our homebound and distant friends know we are thinking of them.

Transportation and Meals The committee organizes and responds to requests from parishioners who are in need of rides to and from medical appointments or who need to run an errand. Meals and groceries are provided for people who have suffered losses, are recovering from illness, are adjusting to the demands of a new baby or anytime people need assistance with getting food on their table. Our hope is we will know when you need us but a call or email to Susan, Randy or Sam asking for assistance is all that's needed.

Flower Ministry Flowers and greens are an integral part of our worship; their scent, color, texture and beauty in the church are a brilliant reminder of God's creation. It is a joy to be able to gather them after the last service into bouquets to take on Lay Eucharistic Visits, or to offer to newcomers, or to present to a visiting preacher or clergy. Sometimes they remain in the church for services during the week.

Because of the pandemic, many of our ministries like visiting, transportation and flowers were curtailed or impossible, while others such as note writing, and phone calls took on added significance as we worked to stay in touch with all our people, and especially those struggling. We even found ways to respond to requests to deliver groceries, meals and to run errands. And of course, we prayed. A lot.

Though 2020 was a tragic and chaotic year, we were also blessed. Our committee was able to zoom together, organized the prayer list into a more workable document, joined in the effort to call every person in the parish to see how they were doing and found new ways to continue our outreach to people.

Senior Ministry

We had such great plans for 2020. Karen Besser had organized some sort of fabulous activity for every month of the year which began with the Mardi Gras celebration in February. And then, the pandemic hit. As noted more fully in the report from the Associate Rector, all our plans for the year had to be set aside as our efforts turned to learning how to manage life in a pandemic – naturally, that was the subject of our third and final event of the year.

- **Mardi Gras Dinner Party, February 22nd:** The Zabriskie Parish Hall was filled to capacity with festive, stylish revelers for our Mardi Gras dinner party. From the classic Louisiana cuisine, to the trivia games, décor, Master of Ceremony, and vote for King and Queen, this pre-Lenten celebration was wonderfully authentic. Best of all, it was true parish production, with volunteers from almost all of Immanuel’s ministries – including members of the EYC serving as waiters – working to help make this first Senior event of 2020 so memorable.
- **Meet-n-Greet Luncheon at Goodwin House Alexandria, February 27th:** The Rev. Susan Parsons was formally introduced to our Senior members and associates who reside at Goodwin House at our bi-monthly luncheon held in The Club Room at Goodwin House Alexandria. Seniors who regularly worship at Immanuel and several from Goodwin House Baileys Crossroads made the trip to meet Mother Susan while dining on salmon, and receiving updates on parish events from Father Randy.
- **Live Presentation with Offline Q&A, September 19th:** The Rev. J. Bruce Stewart, Chaplain of Goodwin House Alexandria, hosted a timely program “*Vacation/Staycation: Coping with Isolation in the Days of COVID-19*”. Held in the Zabriskie Parish Hall, the event was broadcast live via Zoom. Those who logged on early – accommodations were made for those who reside in Goodwin House -- viewed a pre-program introduction, followed by a video clip of Karen Besser giving the agenda and instructions on using Zoom, and Father Bruce’s presentation based on psychology and pastoral care practices.

Given the nature of the presentation, we worked to maintain the privacy of participants – especially important during the Q&A, as several asked questions and shared personal stories of loss. No at-home screen shots of participants were offered, and we have no recorded audio of participant questions or comments.

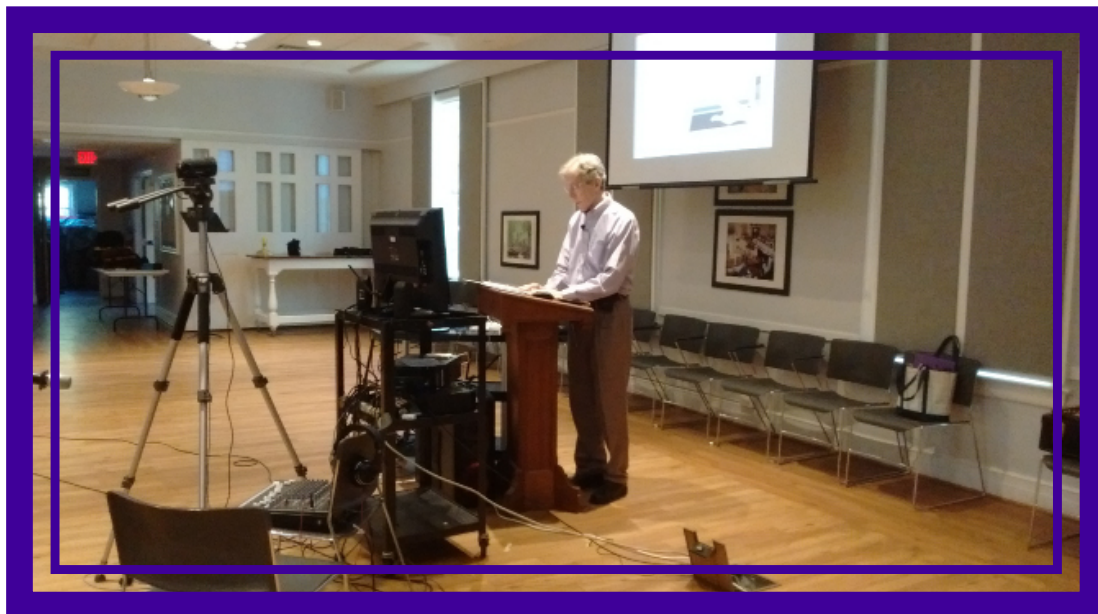
As we begin 2021, our hope remains that by the fall the older folks will once again be able to gather as before and the visits to those who cannot make it to church will be restored. Meanwhile, we will continue to keep in touch via phone and email and old-fashioned cards and letters.

Shawn

Shawn Whitman

Susan+

Susan Parsons+



WORSHIP

“EVEN IF I KNEW THAT TOMORROW THE WORLD WOULD GO TO PIECES, I WOULD STILL PLANT MY APPLE TREE.”

- MARTIN LUTHER

This quote by Martin Luther pretty much sums up 2020 in a year as your Worship Steward. What started out with momentum and purpose quickly became a very intentional exercise in planning for Worship in the midst of a socially distanced world that was rapidly going online as the only possible way to keep our worship experience connected, regularly scheduled and most importantly relevant to share the experience of Immanuel “God is with Us!”

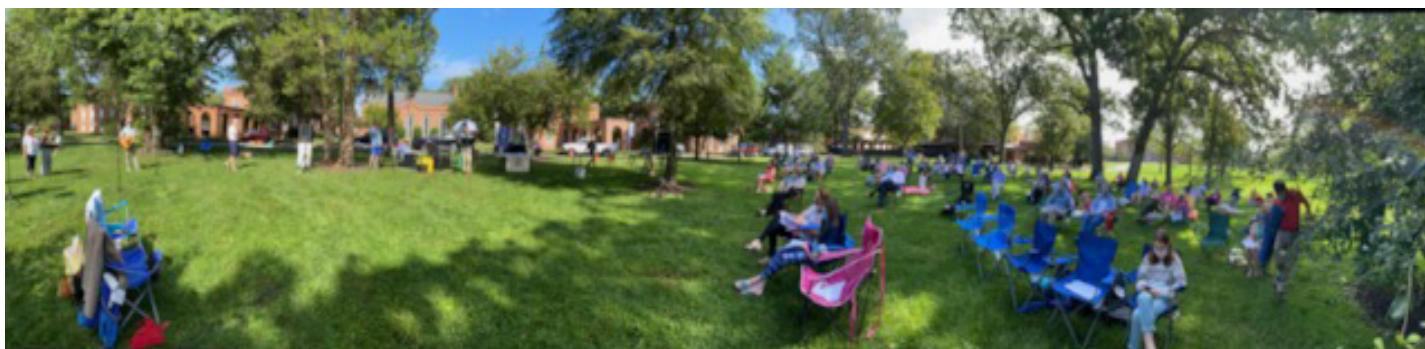
To be certain this entire report starts and ends with praise and thankfulness for everyone who rushed in to help fill the void technically and otherwise to keep our services organized, full of purpose and eventually by middle summer together in person again albeit spread out. Even with the World seemingly going to pieces the technical and Audio-Visual Team worked closely with Clergy and the Worship committee and Stewards to insure we had a coordinated approach to having virtual worship and other programs, Friday Compline, Bible Study and many other online opportunities.

Our journey in 2020, is a testament to go ahead and plant your tree, have faith and carry on with new ideas and planning to find and use the technology that is available to us to Worship together and to continually improve our online worship experience. There is no going back to 2019. It is almost assured that being live streamed online -- even post pandemic -- will be in Immanuel’s lexicon as a Parish. Continuing to build a paid and volunteer ministry for this aspect of Worship will need to be our future focus of Immanuel. It will speak to our evangelism, our connecting parishioners who can’t travel physically to worship with us and to stay connected to our fellow parishioners who have moved to other locations. The silver lining is that we now have a whole new ministry online to contend with, to improve and to expand our reach and certainly as our mission statement reads “To go ye into the world and preach the gospel.” Mark 16:15.

The journey this year took a lot of time, effort and was nothing if not full of steep learning curves. Of course Father Randy, Mother Susan and eventually Father Sam who joined us full time in August were cool steady hands in helping guide our very safe and well planned return to in person outside worship as well as how we eventually came to utilize both chapels at times to broadcast our online offerings. To be certain the list of parishioners who made this year of services capable are a testament to a labor of love. This list is long, and it is with great joy that I share their names with you here:

John Bednar, Keith June, Doug Onley, Sydney Onley, Brooke Roberts, Sandra Graham, Dr. Jane Tavernier, Mark Fearer, Kathryn Haskins, Martha Shimkin, Shawn Whitman, Keith June, Phyllis Sims, Eileen Monnin-Kirby, Julie Bruns, Tom Cuddy, The Shrinemonters!!!, Jeannie Cummins Eisenhower, Caroline Bergmark, Francine Wargo, all the readers, intercessors and others who pitched in each Sunday.

In February, the Vestry retreat ended with a tremendously successful Goal Setting exercise and this report would not be relevant or complete if I did not memorialize those goals, because even though our plans were overthrown by a pandemic, these goals are worthy and when we return to normal we should aspire to plan for that time when we can return to Worship in one place together and be in the presence of our loving and living God. It is that goal that is the planting of an Apple Tree, the hope of getting back our shared worship in each other’s presence.



Worship Goals 2020

“Plans are nothing; planning is everything.” Dwight D. Eisenhower
Putting more of an emphasis on worship training to open opportunities for parishioners.

Offer more opportunities to train parishioners on the different lay roles in our worship services and provide opportunities for them to learn and participate more broadly. Working to coordinate with our worship leads and schedule training periodically throughout the church calendar year.

Provide intentional opportunities for our EYC to train and participate in the same.

Fix the process (Ministry Scheduler) for volunteers to sign up for participation in services.

Building stronger communication and focus groups into how we worship.

Build on smaller focus groups “gab” sessions regarding concerns, likes, dislikes etc throughout the years. Listen to create opportunities for how we can make worship experiences have deeper meaning. Create a process that welcomes.

Create a Master Calendar for Worship and the Parish.

Try at least once a Ministry Corner during coffee hour in 2020.

Proclaim our worship through music.

Building a committee to talk about our music in Worship and how we bring more variety. Create a balance of music styles, including the Shrine Monks.

Discuss the possibility of establishing a better written web resource for lay volunteers in our services.

Example attached here: <https://stpaulsivy.org/worship/lay-readers-and-chalice-bearers/>

Worship to Learn, Deepen and Better Understand our Faith

During our Adult Education and Coffee Hour lecture series put more emphasis on learning about the history, teachings, and worldwide reach of the Episcopal Church.

Have instructed services – baptism, wedding, funeral – include importance of music. This could include trying new services, different times, i.e. (Taize service)

As a Vestry and during our services encourage community, acknowledgement, thankfulness and building connections.

Creating a thoughtful way to pass the peace with intentionality.

Increase opportunity for newcomer involvement in key ministries and worship activities.

I can say that some of the goals laid out above are in the process of being accomplished by researching new technologies which will allow us to implement potential solutions – such as replacing the ministry scheduler. On the others, we have all the opportunity in front of us as a parish to build on these goals from 2020 and implement them in 2021 and beyond. I also want to thank the Worship Committee leads and all our volunteers for Ushers, Altar Guild, Flower Guild, Acolytes, Lay Eucharistic Ministers, Lectors, Intercessors, and our Chalice Bearers. Your joy of service and intentional action is at the center of our worship together and I cannot thank you enough for what your service means to our mission as a church.

**“IN WORSHIP, GOD IMPARTS HIMSELF TO US.”
- C. S. LEWIS**

Respectfully Submitted,
Darrell
Darrell Wilson

Immanuel's Response – Staying Connected During the COVID-19 Pandemic

Connected to God and Connected with Parishioners

OUTREACH THROUGH FRIENDLY NOTES AND LETTERS

Immanuel's Vestry members and Pastoral Care committee took special care to ensure that all parishioners received friendly letters starting shortly after churches were restricted in their in-person service offerings due to the global pandemic. Each vestry member wrote friendly letters to approximately 30 to 50 parishioners to be in touch and to offer assistance. Pastoral Care committee members wrote notes and sent birthday cards to parishioners throughout the year.

OUTREACH THROUGH HOLIDAY CARDS

The clergy and vestry sent holiday cards via e-mail to all parishioners for whom we have an email address. Holiday cards were specifically designed to use artwork that would be inspiring and use art familiar to parishioners. These religious greeting cards were sent the mornings of Palm Sunday (4/5/20); Easter Sunday (4/12/20); Thanksgiving (11/26/20); and Christmas (12/25/20). View the cards on the next page.

OUTREACH THROUGH *SIMPLE GIFTS* – WORDS TO INSPIRE THE SPIRIT


In May 2020, in response to the COVID-19 restrictions of in-person church services, Immanuel started *Simple Gifts*, a weekly meditation delivered every Tuesday morning via email. *Simple Gifts* is designed to inspire, connect to our daily lives, and help us reflect on our faith. Some meditations include links to favorite hymns; some meditations show us examples from the lives of saints; some share real experiences from daily life and work.

Simple Gifts' contributors are current and former members of the clergy, seminarians from Virginia Theological Seminary, and lay members of the parish. They include: The Rev. J. Randolph Alexander, Jr.; member of the VTS Class of 2021 Sarah Bliss Cowan; The Rev. David Crosby; Immanuel's Seminarian from 2019-2021 Beth Hendrix; The Rev. Deacon Leslie "Fergie" Horvath; Senior Warden Keith June; Seminarian from 2019-2020 The Rev. Dr. Esther A. Kramer; The Rev. Susan D. Parsons; The Rev. Rachel Rickenbaker; The Rev. Sam Sheridan; parishioner Dodd Sims, M.D.; and The Rev. Dr. Francis H. Wade.

- For months the Vestry met online weekly to oversee all attempts to deepen engagement with parishioners
- Cookies were delivered to all parish families around Memorial Day
- Advent wreaths were delivered to all parishioners near the end of November
- An online Evensong featured selections from Godspell, led by Jeannie Cummins Eisenhower and Amanda Eisenhower
- Clergy continue to randomly phone parishioners to check in, and stay connected
- Added Virtual Bible Studies via Zoom
- Began Grief and Caregivers' Support Group
- Added Wednesday Evening Prayer and Friday Evening Compline
- Our outdoor services allowed many parishioners to gather safely to worship

- In addition to maintaining all regular channels of communication continued, we added special e-blasts to advertise our online offerings
- Held several “drive by” services, including *Blessing of the Animals* in the Zabriskie Chapel parking lot and *Living Nativity and Christmas Walk* on the grounds of VTS


Parishioners with email addresses on record received holiday electronic greeting cards from Immanuel’s clergy and vestry on Palm Sunday, Easter Sunday, Thanksgiving, and Christmas.



*Blessed is he who comes
in the name of the Lord.
Hosanna in the highest.*

*Blessings on this Palm Sunday.
Throughout this Holy Week,
may you be transformed by
the final week of Jesus’ life -
His triumphant entrance into
Jerusalem, His Passion on the
cross, for our salvation and
the joy of His Resurrection.*

The Rev. J. Randolph Alexander, Jr., The Rev. Susan D. Parsons
and the Vestry of Immanuel Church-on-the-Hill



*Jesus Christ is risen today,
Alleluia!*

*May our Risen Lord
and Savior fill you with hope
and peace during this Easter
season and always.*

*Blessings of our risen Christ
be with you and your loved ones.
Alleluia!*


The Rev. J. Randolph Alexander, Jr., The Rev. Susan D. Parsons
and the Vestry of Immanuel Church-on-the-Hill



A Thanksgiving Blessing

*Blessings to you on this Thanksgiving
holiday. We are thankful for you and
hope that this holiday is filled with
special moments and pleasant memories.
Even though we are not likely gathering
as we normally would with our families
and friends, let us give thanks to God for
our many blessings, especially our
Immanuel Church-on-the-Hill
community. May health, happiness, and
peace be with you now and always,
through the power of the Holy Spirit.*

The Rev. J. Randolph Alexander, Jr.,
The Rev. Susan D. Parsons,
The Rev. Sara Sheridan,
And the Vestry of Immanuel Church-on-the-Hill



*“O come to us, abide
with us, our Lord
Emmanuel!”*

*We wish you peace, joy,
and hope throughout
this Christmas season
and the New Year.*

Randy Sweet + Sara

The Rev. J. Randolph Alexander, Jr.,
The Rev. Susan D. Parsons
The Rev. Sara Sheridan
And the Vestry of
Immanuel Church-on-the-Hill



Simple Gifts

Words to Inspire the Spirit

IMMANUEL CHURCH-ON-THE-HILL

Treasurer's Report 2020

2020 Review- COVID-19

This past year had many challenges. The COVID pandemic changed everything. No longer able to convene together because of health concerns and diocesan guidelines, Immanuel started to hold services remotely broadcast through Zoom and YouTube. Our community programs were disrupted and in many cases had to suspend operations. The International Anglican Congregation had to disband. Community use of our space was suspended except for the Valley Drive Cooperative Preschool, which was able to restart their program in September.

Not surprisingly, these effects had impacts on both our 2020 income and expenses.

The 2020 annual operating income was \$762,213, which was just 10% below budget. The income loss was less than originally anticipated due in large part to the strong support from our parish. Our 2020 pledge income (excluding 2021 prepaid pledges) was \$652,666 versus \$675,000 budget. Space rental suspensions reduced income by 27% (vs budget). We were fortunate that the Preschool and Dignity continued rental payments throughout the year. Lack of in person services not only reduced collection plate income but also reduced some designated gifts (for music, flowers, etc.) primarily for Easter and Christmas. Another important change in 2020, Immanuel applied and received a \$60,000 PPP loan. This loan was used to pay for our staffing costs but is not included in operating income (We anticipate that this loan will be forgiven in early 2021).

Expenses in 2020 were 89% of the 2020 budget.

Staffing costs remain our largest expense, accounting for nearly 60% of the annual operating costs and were 6% less than the 2020 budget. As anticipated, fuller staffing levels returned in 2020 with the addition of the Rev Susan Parsons (in January, part-time) and the Rev Sam Sheridan (in July). However, most of the staff savings (vs budget) were attributable to the loss of one staff member (the Rev Peter Gachira) and fewer hours from our bookkeeper.

Administrative costs were also 5% below budget. The administrative savings were from lower VTS chapel sharing costs, lower equipment purchases, subscriptions, travel and a delay in printing costs (>\$5K) shifted into 2021. These savings more than offset increases in professional accounting services (audit support, training, updating accounting procedures) and for internet (remote services).

Property expenses were 13% below budget in large part to some capital improvement projects being delayed into 2021. However, the most dramatic 2020 COVID pandemic change was a reduction of 50% in program costs as in-person events were suspended. Not only were CYF costs reduced from not being able to gather, but also expenses such as musicians and Senior Ministry events.

Overall, for 2020, income exceeded expenses so we were able to add funds into reserves. Some of these carry-over funds will be consumed in 2021 to fund the delayed 2020 capital projects (e.g. Rectory bathroom renovation), delayed printing costs, and higher staffing costs (full year vs half year).

2021 Outlook- Several Unknowns Remain

Several unknowns remain that have impacts on our 2021 financial situation. The largest unknown is when the COVID pandemic will be under control to allow us to reconvene together and be able to offer the full slate of programs. The current 2021 budget reflects that the current vaccination program will allow us to return to pre-COVID operations by July 2021.

The largest changes between the 2021 Vestry Approved Budget versus the 2020 budget are:

- Full year of staffing plus a cost-of-living increase (\$33,000)
- Rector's Sabbatical (\$8,500)- may be postponed due to travel restrictions

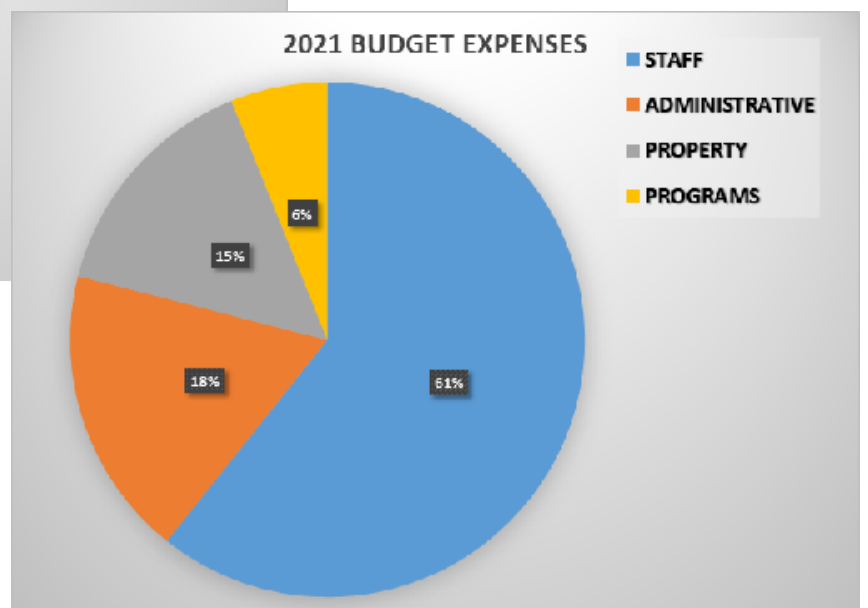
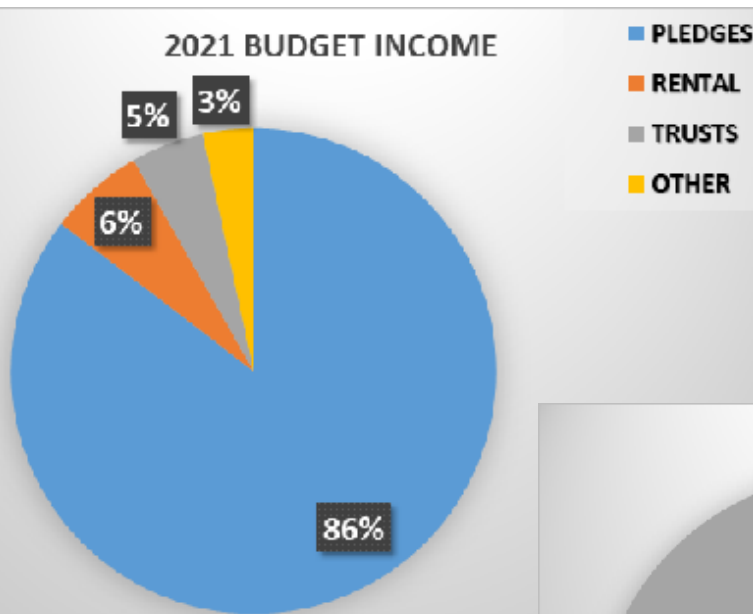
- Contract for a Communications Verger to improve remote activities and expand outside communication (\$14,400)
- Kitchen renovation project- new Freezer/refrigerator (\$5,000)
- Memorial Garden upgrade- conceptual drawings (\$5,000)
- Upgrade IT Equipment for remote services (\$5,000)
- Support start of Social Justice Program (\$5,000)
- VTS Capital Campaign contribution (\$5,000)
- Decrease in Diocesan pledge (-\$10,000)
- No income/expenses for International Anglican Congregation
- Half year of program expenses to support 6 months of in-person gatherings/activities (-\$28,000)
- Lower rental income (-\$15,000)

Much of the overall net higher expenses will be met through increases from our successful 2021 pledge campaign that is projected to raise \$685,000 (vs \$675,000 in 2020). In addition, the Vestry plans to request \$39,000 from the Immanuel Trusts to pay for the new capital projects outlined above. Finally, the budget also reflects that we will withdraw an estimated \$27,000 from reserves.

I would welcome any questions that the parish may want to ask. You can always email me at thewson@icoh.net or call me on Tuesdays at 703-963-2676.

Respectfully submitted,

Tom
Tom Hewson
Treasurer



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

1/23/20

Account #	Account Name	2020 Actual	2019 Budget	2020 Budget	2021 Budget
Income					
Operating Income					
001.1.000	Pledge Income	\$ 595,866	645,900.00	\$ 675,000	\$ 685,000
001.2.095	Pledge Income - Prepaid Annual Pledge				
005.1.000	Transfer Income-Prepaid Pledges	\$ 56,800		\$ 47,290	
	Pledge Income	\$ 652,666	\$645,900.00	\$ 675,000	\$ 685,000
005.1.000	Looseplate	\$ 1,693	15,000.00	\$ 12,000	\$6000.00
008.1.000	Loose Plate - International Anglican	\$ 1,660	27,555.00	\$ 30,000	\$ -
020.1.000	Undesignated Gifts	\$ 8,270	10,000.00	\$ 7,500	\$ 5,000
	Contributions - Undesignated	\$ 11,623	\$12,555.00	\$ 49,500	\$ 11,000
030.1.000	<i>Designated Gifts - General Fund</i>				
4031.1.000	Designated Gifts - Education-GF		1,000.00	\$ -	
4032.1.000	Designated Gifts - Worship-GF	\$ (400)	14,150.00	\$ 15,000	\$ 7,500
4034.1.000	Designated Gifts - Community-GF		4,000.00	\$ 500	\$ 250
	<i>Total Designated Gifts - General Fund</i>	\$ (400)	<i>191.50</i>	\$ 15,500	
031.2.100	Designated Gifts-Education	\$ 400			
032.2.211	Designated Gifts Worship T-Davies-J Kellog	\$ 1,312			
035.0.000	Heifer International Donations	\$ 350			
050.1.000	Designated Gifts - Other-General Fund	\$ 17,652	12,700.00	\$ 12,000	\$ 6,000
	Contributions - Designated	\$19,314	\$31,850.00	\$ 27,500	\$ 13,750
110.1.000	Rental Income - Valley Drive Cooperative	\$ 32,250	34,300.00	\$ 35,300	\$ 36,300
112.1.000	Rental Income - Um Ull Qurra Community	\$ 3,624	7,500.00	\$ 7,800	\$ 3,900
114.1.000	Rental Income - Dignity	\$ 7,150	7,725.00	\$ 8,040	\$ 4,020
116.1.000	Rental Income - Washington Philharmonic	\$ -	1,530.00	\$ 1,600	\$ 800
118.1.000	Rental Income - Other	\$ 1,447	9,500.00	\$ 12,000	\$ 6,000
119.1.000	Rental Income - Iowa	\$ 2,730			
	Rental Income	\$ 47,201	60,555.00	\$ 64,740	\$ 51,020
210.1.000	Parish Activities & Events	\$ 1,346	2,000.00	\$ 1,000	\$ 500
510.1.000	Interest & Dividends-Gen Fund-BB&T	\$ 13	12.00	\$ 360	\$ 15
999.1.000	Misc Income	\$ 50	250.00	\$ 300	\$ 1,800
	Other Income	\$ 1,409	\$2,262.00	\$ 1,660	\$ 2,315
900.3.620	Transfer Income-General Fund				
990.1.000	Transfer Income from ToTF Trusts	\$ 30,000	0.00	\$ 30,000	\$ 39,000
	Trust Allocation	\$ 30,000	\$0.00	\$ 30,000	\$ 39,000
	Total Operating Income	\$ 762,213	\$ 795,122	\$ 848,400	\$ 802,085
			\$ 793,122		
007.1.000	Looseplate - Designated	730	730.00	\$ 4,000	\$ 4,000
	Funds to Support other Organizations	\$ 7,186	730.00	\$ 4,000	\$ 4,000
	Total Non-Operating Income	\$ (29,326)	\$12,000.00	\$ 4,000	
922.1.000	Transfer Income-Facility Reserve Fund-GF		18,716.00		
	Interfund Transfers	\$ 56,800	\$18,716.00		
	Total Income	\$ 789,687	\$823,838.00	\$ 852,400	
Expenses					
Operating Expenses					
	Personnel				
	Salaries	\$ 321,898	\$361,572.00	\$ 346,105	\$ 366,423
	Benefits	\$ 99,708	\$125,630.00	\$ 100,707	\$ 121,934
110.1.000	Bank & Financial Fees	\$ 7,431	\$ 2,200	\$ 3,400	\$ 4,500 Tithley
112.1.000	Communications	\$ 202	\$ 500	\$ 1,500	\$ 15,400
116.1.000	Diocesan Pledge	\$ 80,000	\$ 70,000	\$ 80,000	\$ 70,000
117.1.000	Dues & Subscriptions	\$ 69	\$ 1,090	\$ 1,200	\$ 1,200
118.1.000	Equipment Purchases - Office	\$ 0	\$ 2,100	\$ 1,800	\$ 0
120.1.000	Immanuel Chapel Cost Share	\$ 6,200	\$ 9,300	\$ 9,300	\$ 9,300
	VTS Capital Campaign contribution				\$ 5,000
122.1.000	Maintenance & Repairs - Office Equipment	\$ 0	\$ 6,305	\$ 3,100	\$ 1,500
124.1.000	Meetings & Retreats	\$ 58	\$ 1,500	\$ 2,500	\$ 1,750

5132.1.000	Office Supplies	\$	3,145	\$	3,500	\$	2,800	\$	2,000
5134.1.000	Postage	\$	2,131	\$	2,800	\$	2,800	\$	2,400
5136.1.000	Printing	\$	5,395	\$	10,000	\$	10,000	\$	5,000
5138.1.000	Professional Services - Accounting	\$	19,671	\$	14,000	\$	14,000	\$	14,000
5142.1.000	Professional Services - Payroll	\$	1,000	\$	3,700	\$	2,500	\$	1,000
5150.1.000	Region IV Dues	\$	1,000	\$	1,000	\$	1,000	\$	1,000
5152.1.000	Taxes & Fees	\$	4,607	\$	3,999	\$	7,300	\$	5,000
	Stewardship & Planned Giving	\$	146						250
5156.1.000	Telephone/Internet	\$	9,615	\$	4,100	\$	4,800	\$	6,000
5158.1.000	Travel Expenses	\$	974	\$	2,000	\$	1,700	\$	1,000
5160.1.000	Other Misc. Admin. Expenses	\$	713			\$	700	\$	500
5160.1.010	Other Misc. Expenses - Pumpkin Patch	\$	300			\$	200		
	Admin Expenses	\$	142,657	\$	138,094	\$	150,600	\$	146,800
5210.1.000	Custodial Services & Supplies	\$	105		1,270.00	\$	700	\$	635
5212.1.000	Equipment Purchases- Bldgs & Grounds	\$	3,068		2,250.00	\$	2,500	\$	1,500
5214.1.000	Insurance - Property	\$	30,652		23,798.00	\$	30,000	\$	30,000
5216.1.000	Maintenance - Grounds	\$	16,083		10,350.00	\$	10,540	\$	10,000
5218.1.632	Maintenance - Memorial Garden	\$	843			\$	4,000	\$	14,700
5220.1.000	Maintenance & Repairs - Equipment	\$	445		500.00	\$	750	\$	500
5222.1.000	Maintenance & Repairs - Bldg-Rectory	\$	12,905		6,250.00	\$	14,250	\$	7,000
5224.1.000	Maintenance & Repairs - Bldg-Zabriskie	\$	22,564		51,563.00	\$	38,170	\$	34,920
5228.1.000	Utilities - Rectory	\$	5,491		5,000.00	\$	5,000	\$	5,000
5230.1.000	Utilities - Zabriskie	\$	16,308		17,000.00	\$	18,500	\$	16,000
	Property Expenses	\$	108,469		117,981.00	\$	124,410	\$	120,255
Programs									
5310.1.000	Adult - Formation				700.00	\$	700	\$	350
5320.1.000	Adult Programs - Retreats & Meals	\$	1,125		700.00	\$	700	\$	350
5325.1.000	Adult Programs - Honoraria				300.00	\$	500	\$	250
5335.1.000	Stipends - Seminarian	\$	1,200		3,400.00	\$	1,600	\$	800
5341.1.000	CYF-Services				1,300.00	\$	1,830	\$	915
5342.1.000	CYF-Retreats & Meals	\$	2,931		4,000.00	\$	6,000	\$	3,000
5343.1.000	CYF-Supplies				2,770.00	\$	2,190	\$	1,095
	Social Justice	\$	0		0.00	\$	-	\$	5,000 KH Req
5355.1.000	Other Education Expenses	\$	136		250.00	\$	1,200	\$	600
	Education	\$	5,392		13,420.00	\$	14,720	\$	12,360
5410.1.000	Flowers - Supplies	\$	2,430		6,000.00	\$	7,500	\$	3,750
5415.1.000	Guest Clergy - Honoraria					\$	250	\$	0
5420.1.000	Litany - Supplies	\$	940		3,800.00	\$	3,000	\$	1,500
5430.1.000	Music - Supplies	\$	2,043		750.00	\$	1,500	\$	750
5435.1.000	Music - Honoraria	\$	17,565		29,000.00	\$	31,000	\$	15,500
5436.1.000	Music - Honoraria-Substitute	\$	250		2,400.00	\$	2,500	\$	1,250
5438.1.000	Music - Services	\$	643		500.00	\$	900	\$	450
5440.1.000	Other Worship Expenses	\$	236		100.00	\$	100	\$	50
	Worship	\$	24,109		42,550.00	\$	46,750	\$	23,250
Outreach									
5610.1.000	Goodwin House Lunches	\$	0		40.00	\$	600	\$	300
5615.1.000	Parish Events	\$	4,232		5,650.00	\$	6,000	\$	8,000
5620.1.000	Senior Ministry	\$	2,343		2,750.00	\$	8,000	\$	4,000
5622.1.000	Newcomers and Evangelism				800.00	\$	1,000	\$	1,000
5625.1.000	Other Community Expenses	\$	2,024					\$	0
	Community	\$	8,600		59,240.00	\$	15,600	\$	13,300
	Total Programs	\$	38,101		65,210.00	\$	77,070	\$	48,910
	Total Operating Expenses	\$	710,833	\$	808,487	\$	798,643	\$	804,322
	Net Operating flow to reserves	\$	51,380	\$	(15,365)		549,757	\$	(2,237)
	Total Expenses	\$	911,129		833,137.00	\$	868,900		

THE IMMANUEL CHURCH-ON-THE-HILL TRUST FUND

2020 ANNUAL REPORT TO THE PARISH

January 31, 2021

Introduction

The Immanuel Church-on-the- Hill Trust Fund (the Fund) was formed to enable the Parish to fulfill its mission more completely by developing its ministries beyond what is possible through its annual operating funds. Distributions from the Fund are approved by the Vestry and are limited to: (i) capital and other improvements of the Parish; (ii) Parish ministries and grants; (iii) seed money for new ministries and special one-time projects; and (iv) such other purposes as are specifically designated by donors or by the named purpose of each sub-fund within the Fund.

Immanuel Trust Fund consists of three sub-funds:

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

Board of Trustees Oversight

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

- 1 Year Term (until Dec 2020): Susan Gilbertson, Bryant Mitchell, and Carla Murray
- 2 Year Term (until Dec 2021): Brad Ashton (Chair), Kevin Kirby and Doug Onley
- 3 Year Term (until Dec 2022): Gerry Anderson, Steve Brown, and Kerry Kelly Wade (Secretary)

The Board of Trustees oversees the management of invested funds and monitors the distribution and expenditure of funds to ensure compliance with the Fund’s Spending Rule and Policies and Guidelines. The Board also works with the Immanuel Planned Giving Committee to advocate for a comprehensive planned giving program to encourage gifts, grants, bequests, and other legacy gifts to the parish. Financial management of the Fund is provided by The Virginia Diocese Trustees of the Funds (TOTF), an entity established to manage

investments of the three Virginia dioceses and their member churches and organizations.

2020 Board of Trustees Actions

New Disbursement Approval Process

At the March 5, 2020 Quarterly Meeting, the Board discussed and approved a Yearly Disbursement Approval Process for 2021 forward.

- a. Each year, based on the 20-quarter rolling average of Fund value ending the third quarter of the current year, the Board of Trustees will recommend a disbursement by sub-fund for the Vestry to use in developing the next year's operating budget.
- b. Representatives of the Board and the Vestry will meet to discuss the recommended disbursement and appropriate use of the funds prior to the Vestry finalizing the operating budget for presentation at the annual parish meeting.
- c. The Chair of the Board of Trustees will write a memorandum to the Immanuel Treasurer authorizing the request for disbursements by sub-fund from the Immanuel Trust Fund as approved by the Board. The Immanuel Treasurer will request the authorized disbursements from the Immanuel Trust Fund as soon as practicable after the annual parish meeting.
- d. The Immanuel Treasurer will notify the Trustees in writing that the Immanuel Trust disbursements have been received and deposited in accordance with the Trustees' approved disbursement.

2020 Fund Disbursements

The Vestry recommended a total disbursement of \$30,000 from the Fund, which included disbursement of \$16,010 from the Endowment, \$10,240 from the Callaway, and \$3,750 from the Memorial Garden Sub-Funds. The disbursement was recorded in the June 30, 2020 report of the Trustees of the Fund. The Vestry expended the funds on three projects: a new storage shed built by the EYC as an Eagle Scout project; a solar panel feasibility study including installation feasibility and cost and energy savings; and renovation of the Rectory bathroom, as well as Memorial Garden maintenance and upkeep.

Comparative Analysis of Funds Management

The Board determined that as part of its fiduciary responsibility it would undertake a comparison of the management and performance of our current fund managers, the Trustees of the Fund (ToTF) and the Episcopal Church Foundation's (ECF) fund management arm. Steve Brown conducted the analysis by evaluating several criteria including investment objectives, strategies, management, costs, and performance. The two Episcopal entities are similar in their investment objectives, strategies, and performance. The major difference is how they manage their portfolios with the ToTF trustees selecting and managing investment vehicles, while ECF uses a commercial financial advisor. The Board did not see a reason to make an immediate change to the management of Trust Fund assets and tabled further consideration to future meetings.

2020 Fund Activity (Need this from Treasurer)

- Gifts:
- Bequests:
- Transfers:
- Fund Earnings: Final fund earnings are not yet available. When final 2020 financial results are made available by the Trustees of the Fund, this report will be updated.

2020 Total Fund Value

Immanuel's treasurer reported that, as of December 31, 2019, the total value of the Immanuel Church-on-the-Hill Trust Fund is approximately \$1,000,000. When final 2020 financial results become available, this report will be updated.

Respectfully submitted,

Brad Ashton, Chairperson
Kerry Kelly Wade, Secretary
Gerry Anderson
Steve Brown
Susan Gilbertson
Kevin Kirby
Bryant Mitchell
Carla Murray
Doug Onley



CLERGY AND STAFF

The Rev. J. Randolph Alexander, Jr. (ralexander@icoh.net)	Rector
The Rev. Susan D. Parsons (sparsons@icoh.net)	Associate Rector
The Rev. Sam Sheridan (ssheridan@icoh.net)	Assistant Rector
Dr. Jane Tavernier (jtavernier@icoh.net)	Director of Music
Beth Hendrix (ebendrix@vts.edu)	Seminarian
Shawn Rutledge (srutledge@vts.edu)	Seminarian
Tom Hewson (thewson@icoh.net)	Treasurer
Laura Snow (lsnow@icoh.net)	Assistant Treasurer
Sugra Bakhtiani (sbakhtiani@icoh.net)	Bookkeeper
Aleta Y. Powell (apowell@icoh.net)	Parish Administrator
Gilma Balcarcel	Nursery Coordinator
Stuart Dahlinger	Sexton

THE VESTRY

Keith June	Senior Warden
Kathryn Haskin	Junior Warden: Buildings and Grounds
Martha Shimkin	Junior Warden: Administration
Jamie Conrad	Register, Adult Formation and Discipleship
Brooke Roberts	Communications
Danette "Dani" Gentile Kauffman	Stewardship and Planned Giving
Chandley McDonald	Outreach
Phyllis Sims	Fellowship
Francine Wargo	Evangelism and Newcomers
Hartley Hobson Wensing	Children, Youth, and Family Ministries
Shawn Whitman	Senior Ministry and Pastoral Care
Darrell Wilson	Worship

ONLINE SUNDAY WORSHIP SERVICE

www.immanuel-on-the-hill.org

[Immanuel's YouTube channel](#)

PRIEST ASSOCIATES

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



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

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Telephone: 703-370-6555, Fax: 703-370-0837
www.icoh.net