

IMMANUEL CHURCH-ON-THE-HILL

Annual Report 2022



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The Immanuel Church-on-the-Hill

VESTRY

Front row, from left: Kathy Lloyd, Phyllis Sims, Julie Bruns, Mollie Lambert, Brooke Roberts, the Rev. Susan D. Parsons, the Rev. Randy Alexander, and Gabriella Young-Smith.

Back row, from left: David Atwood, Darrell Wilson, Shawn Whitman, Kristi Kubista-Hovis, and Brad Ashton

MINUTES OF THE IMMANUEL CHURCH-ON-THE-HILL

Annual Meeting

January 30, 2022

The meeting was held in the Parish Hall and on Zoom. It began with prayers at 11:45a.m. Father Randy Alexander thanked God for calling us together, in person and online, and for God's entrusting to us of so many resources: land; buildings; and especially our people. He thanked God for His trust in us, and for the technology that allows our inclusive hybrid Annual Meeting.

Tom Hewson made a motion to approve the minutes from the 2021 Meeting, with a second from Laura Snow: the majority approved the minutes.

A new slate of five Vestry members was presented. The new members provided bios, photos, and substantive questions in the annual report. The Rector encouraged reading of the materials.

- Brad Ashton, Mollie Lambert, Kathy Lloyd, Julie Bruns, and Bob Murray were elected to three-year terms
- Tom Kerns made a motion to accept the proposed slate of Vestry members. Karen Besser seconded the motion. The Vestry slate was unanimously approved.
- All those finishing their terms were given a gift of a watercolor drawing of the crosses from Immanuel and Zabriskie Chapels. Special thanks go to Tom Kerns for these gifts.
- The Rector thanked those completing their Vestry terms: Kathryn Haskin, Senior Warden; Martha Shimkin, Junior Warden for Administration; Danette (Dani) Kaufman, Steward for Stewardship and Planned Giving; and Francine Wargo, Steward for Worship. The outgoing Vestry members received a standing ovation.
- Rector report: Father Randy directed all to the sermon, and to the written report.

Mother Susan Parsons directed all to her written report. She stated that despite a bumpy start due to the pandemic, it has been a joy for her to find a new parish home here on the East Coast.

Father Sam Sheridan reflected that he had started as Assistant Rector during the pandemic, coping with strange, constantly changing schedules. He felt quite blessed to have so much understanding from families and was so grateful to be able to do priestly functions in these challenging times.

Dr. Jane Tavernier observed that it was easy to roll with all the changes when in such a supportive and flexible loving community. She expressed thanks for the choir and its willing flexibility.

Senior Warden Kathryn J. Haskin referred attendees to the Annual Report contents. She stated that we corporately did so much despite the pandemic, and expressed thanks to the Clergy for keeping us afloat and for the love this community has shared and sent out into the world.

Junior Warden for Buildings and Grounds, Darrell Wilson, stated it was an honor and privilege to serve the Immanuel community with Kathryn Haskin, Martha Shimkin, and the rest of the Vestry. He stressed that Vestry is

a ministry to serve. He thanked Buildings and Grounds Committee members Tom Kerns and Kevin Kirby for not just maintaining, but improving, our property despite the pandemic.

Father Randy highlighted the Solar Project Frequently Asked Questions (FAQs) in the Annual Report. Junior Warden for Administration Martha Shimkin stated that a lot had been accomplished this past year. In pandemic times, meetings continued to be held, regathering plans were created, outdoor services were held and attracted newcomers to our church. She said it was a pleasure and an honor to be a part of all this. Father Randy thanked Candy Levin for serving as this year's non-voting Register, and for the ongoing work of the Flower Guild.

Kristi Kubista-Hovis, Outreach Steward, gave a shout out to the whole parish for Pumpkin Patch sales, baked goods and soups. Over \$100,000 was raised for the upcoming year's Outreach budget. Father Randy highlighted our Stewardship efforts, stating the parish was at 95% of the pledge goal, with 14 new pledging families and several reinstated pledging families. He gave special thanks to the Zabriskie Society, and referred to page 39 in the Annual Report detailing the members of the Zabriskie Society.

Treasurer's Report:

The Rector thanked Tom Hewson for all of his skill and cheerful, thorough care he has offered as our Treasurer, also thanking Sughra Bakhtiari, our bookkeeper, and to Laura Snow, who served wonderfully as Assistant Treasurer.

Treasurer Tom Hewson thanked all who supported him as Treasurer: to Laura Snow and Sughra Bakhtiari; to Aleta Powell, Parish Administrator, and to Kathryn Haskin and the Junior Wardens. Highlights in his report include that our parish Paycheck Protection Program (PPP) Loan was forgiven and that new increased leases had been negotiated. He mentioned that some expenses had been delayed: Father Randy's sabbatical, and the Audio/Visual Technician having been onboard only 3 months, not the budgeted 12 months. He stated that \$39,000 came from Planned Giving Trusts to allow for capital improvements.

Senior Warden Kathryn Jackson Haskin discussed elements of the future budget, with investment emphases in:

- Parishioners;
- Outside Community;
- Buildings and Grounds;
- Children, Youth, and Families;
- Social Justice;
- Outreach; and
- Future staffing for continued good Funds Stewardship.

From the Parish Trusts and Zabriskie Society Funds, long term improvements being planned include:

- Flood Abatement;
- Rectory Roof;
- Improvements to the Parish Hall kitchen;
- More Memorial Garden improvements and improved accessibility; and
- Repairing and restriping the Zabriskie parking lot.
-

Questions on Treasurer's Report:

- Doug Henry questioned two expenses on Annual Report page 56 for "Immanuel Chapel Cost Share" and "VTS Capital Campaign contribution". In response: the Chapel Cost Share is determined by the Covenant signed by VTS and Immanuel Church-on-the-Hill. And the \$5,000 annually budgeted in years 2021 and 2022 is our parish time phased payment on our pledge of \$25,000 over a five year period for the VTS Capital Campaign.

- No other questions were received.

Immanuel Trusts: Brad Ashton, chair

- Report from Brad
- Immanuel Trusts are overseen by 9 Trustees, for three year terms, with three Trustees rotating off each year.
- Trustees Kevin Kirby, Doug Onley, Brad Ashton – rotating off
- Gerry Anderson, Steve Brown, Kerry Kelly Wade (Secretary) – second year
- Three new Trustees TBD.
 - Funds were spent on a new shed, and renovating Rectory bathroom.
 - Trust funds come from donations and bequests.
 - Trust funds are invested in the Trustees of the Funds at the Diocesan level.

Questions about the Trust:

- Jim Snow asked if there was a need to transfer corpus funds to the Operating Fund. The response was there was no need to do so.
- Doug Henry asked where in the Annual Report was the report on Trust Funds status. The response was that that report was part of the Board of Trustees Report on pages 58-59 of the 2021 Annual Report.

Announcements and Observations:

- Social Justice Steward David Atwood remarked that he was surprised to see that our parish has been blessed with an actual increase in funds. He urged all to pray and reflect on what God is calling us to do with increased funds and fortunes.
- Father Randy stated that we have been able to bring John Bednar onboard part time as our Audio/ Visual Technician.
- Father Randy provided news on our Seminarians. We bid farewell and thanks to Beth Hendrix. We are welcoming back Shawn Rutledge and welcoming Janettarose Greene. Lay Committee members are needed to support Janettarose.
- In response to a question about the status of Children, Youth, and Families, Father Sam reported that:
 - Sarah Glassco and Linda Serabian had continued Godly Play, both in person and in recorded sessions when we were unable to gather.
 - Six children's homilies were recorded for each month.
 - Episcopal Youth Committee (EYC) meetings continued with Father Sam and Harrison Clark, including an 8 am Bible Study.
 - A 20 week Confirmation Class was held.

Grace and Gratitude

- To Brooke Roberts for dedicated Communications work, keeping us up to date on parish doings, especially during this pandemic.
- To Aleta Powell for all the bulletins.
- To Gilma Balcarcel for keeping us caffeinated and our kids cared for.

- To our Clergy, from Debbie Hewson (and all of us!).
- To Fellowship Steward Phyllis Sims for all her work (and cookies!) despite the pandemic.
- To the fund raisers on the Solar Panel Project, from Tom Kerns.
- For Senior Ministry, especially Karen Besser and Mother Susan Parsons, and their flexibility in scheduling and modifying activities as the pandemic allows.

Father Randy asked Mother Susan to close our meeting in prayer. She expressed gratitude that God has been with us during the pandemic, and that we are now able to gather together in joy. She prayed for God to continue to lead us.

Father Randy said we still have challenges ahead of us, in rebuilding community and regathering. There is work to be done, that we all need to do together. He closed the meeting with a blessing.

Respectfully submitted,

Candy

Candy Levin (Register)



Confirmation Day at Immanuel Chapel
The Rt. Rev. Susan E. Goff
April 26, 2022

2023 CANDIDATES FOR VESTRY AND THEIR SURVEY RESPONSES

Immanuel asks our qualified and talented individuals running for the Vestry to answer some brief questions about their candidacy and the value they each find in being a part of the Immanuel Church Family. Each brings unique skills, gifts, and experiences to this important leadership position. Please take a moment to read their answers, beginning below, prior to voting.

Gerry Anderson



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

My wife, Eve, and I have worshipped at Immanuel since 1991.

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

I have sung with the choir since coming to Immanuel, and served on the Vestry for three years in the early 2000s.

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

Immanuel has been a very welcoming church home since the first day we came, and is full of people who care about their fellow men and women.

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

Since the last time I served on the Vestry, I worked for 10 years as a chief operating officer, managing budgets and finance and buildings for a large international organization.

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

Vestry service is an opportunity to help our parish live our faith in the world.

Caroline Bergmark



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

My partner Francine and I started worshipping at Immanuel in 1999. We were married here in 2015. Our son, Corey, was baptized at Zabriskie Chapel in 2003.

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

I served on Vestry once before. In that term I served as the Steward for Adult Formation and the Steward for Fellowship. I was a member of the search committee that called Father Randy to Immanuel. I currently serve as a Godly Play volunteer and an Usher. I am the clean-up coordinator for the Pumpkin Patch. I've been part of the choir, bell choir, and coffee host team.

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

Personally, I find the sermons tremendously valuable in helping me center my thoughts and understand how scriptures fit into life today. I love that Immanuel has an outstanding tradition of being so strongly involved in Outreach – in our community and beyond.

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

In my professional life, I am a project manager. I hope to share my talents for organizing projects and events and for keeping discussions focused and on task. I lean toward logic and make decisions with intent.

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

I think of the children's hymn, "This Little Light of Mine." Each of us carries a light within – talents that we have been blessed with – and we live our Christian journey by sharing these talents, not by hiding them. I want to be part of the leadership team that keeps Immanuel strong and growing.

Matt Haskin



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

My wife Kathryn and I have been worshipping at Immanuel since 2011. Our daughter Adeline has been coming to Immanuel since she was born in 2015.

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

Our family has attended Shrine Mont every year since we first went in 2016 and we plan to keep the streak going indefinitely. I have been serving on altar guild for the past 4 years, often with the help of Adeline. I have served on lay committees for two seminarians. I was part of the search committee that called both Mother Susan and Father Sam. During October you can often find our entire family helping out in various way around the patch. And I have even assisted with buildings and grounds in various ways, including some minor electrical work.

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

I love the community of people at Immanuel and how welcome they make our entire family feel. From the first time we entered the door at Zabriskie, I felt like we belonged. I especially love how Adeline is accepted and encouraged to be involved, even in activities that would normally be off-limits for children, like altar guild.

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

In my professional career, I sit on numerous committees and have a lot of experience working with people from various backgrounds to achieve consensus on complex and sometimes contentious topics. At my previous church I served on the church board (the Nazarene equivalent of Vestry) for several years, first as leader of the Youth program and later as leader of the Missions program.

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

I believe that a healthy church requires contributions (time, talent, treasure) from its members. Contributing my time and talents on Vestry is a way in which I can act out my faith, finding ways to serve the Immanuel community and helping to find ways for Immanuel to impact Alexandria and beyond with Christ's love.

Taylor Houck

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

I've worshipped at Immanuel since 1999. Other family members who worship at Immanuel are my daughters – Cilla, Summerson and Juliet; and my wife, Melissa.

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

While at Immanuel, I have taught Sunday school, unloaded pumpkins/ worked in the pumpkin patch and been a member of the stewardship committee.

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

I think one of Immanuel's valuable traits is the congregation's enthusiasm for and perseverance with helping others.

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

I'm interested in assisting with continuing Immanuel's support of the community and maintaining a strong parish.

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

I'm grateful for the many blessings bestowed upon my family and me and hope to help others if I'm able.



Peter Kent



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

I've worshipped at Immanuel for the past 18 months. My family and I relocated to Northern Virginia in July of 2021 after residing in Germany for the previous six years and began worshipping at Immanuel shortly after moving into our new home in August of 2021. My wife and I regularly attend the 10:30a.m. service. Our two children are in college and join us at church when they are home on breaks.

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

This year we participated in the pumpkin patch set-up and unloaded trucks on two of the delivery dates. We attended the 2022 annual parish meeting and the recent newcomer's event that was held in Fall of 2022. This past Christmas we sponsored one of the families that were included as part of the Christmas giving campaign.

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

We've found Immanuel to be a very friendly, warm and engaging parish. It seems exceptionally vibrant and active with a variety of activities across the social, spiritual and community outreach areas. The clergy and clergy to congregation interaction at Immanuel is also something that I really appreciate about the Immanuel worship environment.

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

I've served on two Vestries over the past twenty years and also served as an interim Parish Administrator for 8 months at Heavenly Rest Episcopal in Abilene, Texas. While on Vestry I was active in both outreach and facilities/grounds committees. As Parish Administrator I was significantly engaged with the Vestry in a large Capital Funds Campaign to support the building of a new parish hall. I was also central in the foundation and development of an outreach committee to support a group of refugees from the Democratic Republic of the Congo who had been relocated to Abilene. I am still very interested in community outreach opportunities and ways to serve the needy in the local community.

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

I feel most connected with the Church and our Christian mission when I am actively engaged in the work of my parish. Serving on the Vestry is a way of getting to the core of where the parish is actively engaging its resources and talent and helps me feel more connected to the mission of the church. Being on the Vestry also helps me to be more connected with the needs and concerns of fellow parishioners which gives me a stronger sense of community.

Amy Thomas



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

I was looking for a church involved with the community and wondered about the church with all the pumpkins, so I looked up Immanuel online and worshipped remotely after Easter 2021. My first in person service was homecoming that year and I was confirmed spring 2022. My two adult sons live in Washington, DC, and Richmond and have attended when visiting me.

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

The first ministry I participated in was the pumpkin patch! I especially liked setting up and anticipating the event. Next, I helped in small ways at Shrine Mont, what a terrific experience that was! I grew up in the country on 25 acres where I learned many outdoor chores and have also enjoyed putting some of those skills to work with the building and grounds committee.

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

The church is more than the beautiful grounds and buildings, it's also the people. I have appreciated the genuine love for one another that I've experienced among people at Immanuel.

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

There are so many wonderful traditions and strong ministries in the life of our church, and I see myself continuing these ministries and stepping up wherever needed. I don't have an agenda or a particular calling beyond serving in the name of Christ.

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

Church involvement has been an important part of my life. I was baptized, raised, and confirmed in the Methodist Church in Ohio, where my mother later was ordained as a minister. When I moved to Alexandria after college I served as a Young Life leader and later as a committee chair. We moved every couple of years as our children grew and church was always a place for worship, fellowship, and Bible study. I have planned activities and led Bible studies in two communities, and I see Vestry service as a natural way to give of my time and leadership skills. Vestry service is also a way to serve alongside others as we grow in faith and love for one another.

RECTOR'S REPORT

“For by grace you have been saved through faith, and this is not your own doing; it is the gift of God—not the result of works, so that no one may boast. For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life” (Ephesians 2:8-10).



I believe this could be a foundational passage from Scripture for any congregation gathered in Jesus' name. The author of the letter to the Church in Ephesus reminds us of the proper order of things: this Christian life is not about earning God's love or our salvation—it is about accepting God's most gracious gift, *through God's grace*, and then living in light of what we have been given. These verses also remind us of God's dream for us, that we would seize our identity in Christ, build upon it, and then serve in light of it.

This passage also reminds me of the work, witness, and mission of Immanuel during 2022. There is no way to quantify much of what is most important in our life together, often having to do with seizing our God-given identity. There are moments of prayer and praise, hymns that brings tears to the eyes, or soaring choral anthems. There is the quiet of a weekday Eucharist, those helped through our Outreach, the shut-ins visited, or the visitor who is welcomed. There are those surprising moments when Church seems to become less of an obligation and more of a joy, even more of a lifesaver. A couple exchange vows, or a member is laid to rest, or a report on the evening news reminds you of something you remember Jesus saying and you see it in a new light, or you remember Midnight Mass on Christmas Eve or Eucharist on Easter morning—you get the point. . . In all of these instances, and more, we are reminded who we are and why we are here. We are reminded that we are nothing less than beloved of God.

There were also many moments in 2022 where it was easy to observe this Parish acting upon that precious identity given to us in Christ. After planning, researching, disagreeing, and finally compromising, we installed our solar panels on Zabriskie Chapel. They are now paid for, generating electricity, and serving as a witness to the world of our call to care for this precious planet God has given us.

We continued our efforts towards re-gathering, renewing, and re-discovering much of what is precious about gathering in person following the pandemic, as we worshiped, served, and shared fellowship. Throughout the year we have been reaching out to folks we haven't seen since the pandemic and encouraging people to renew their regular patterns of worship, while also welcoming a host of talented newcomers to our fellowship. We were also, by God's grace, able to achieve yet another record level of sales in our Pumpkin Patch. I am happy to report that the recent Christmas was the most "normal" we have had in the parish since 2019. We had over 400 people at our various Christmas services, and there was a palpable sense of gratitude and joy in being together.

I was blessed to have a sabbatical in 2022, which had been delayed twice since 2020 due to the pandemic. It was a time of reflection, exploration, and centering, with an overall goal of re-connecting with God, friends and family, and myself. I was honored to offer a forum and photo presentation about sabbatical in November. I am grateful, indeed, to have had this sabbatical.

A most unexpected part of the sabbatical was experiencing the death of my mother. So many Immanuelites reached out, whether by email, or text, or phone, or cards, or even gifts of food. All of those expressions of care meant more than I can say, and they reminded me directly of the community of discipleship we share.

We had to bid a fond farewell to our Assistant Rector and my colleague, the Rev. Sam Sheridan. Fr. Sam offered so much of himself and his faith to all of us. We are proud of him, and I think that he is taking much from his time here as he begins to lead his own parish in Petersburg. Likewise, our progression of seminarians continued as we said goodbye to Shawn Rutledge and welcomed Janettarose Greene.

I am so grateful for the leadership and witness of our Vestry, particularly thanking those who terms are concluding: Phyllis Sims, Brooke Roberts, Senior Warden Darrell Wilson, and Junior Warden Shawn Whitman. These good people served us throughout the pandemic, having only about a month or two of “normal” time before the world seemed to change in March, 2020. They have each all given of themselves to the glory of God and the well-being of God’s people at Immanuel.

I am likewise grateful, as always, for our talented staff and volunteers. I have already mentioned Fr. Sam, but I am also grateful for Mother Susan and the wise, loving wisdom she so often offers. Our talented, faithful Director of Music, Dr. Jane Tavernier, continued to excel in offering music to God’s glory, and Aleta Powell, our Parish Administrator, worked tirelessly to order and support our ministries in myriad ways. Stuart Dahlinger, our Sexton, and Gilma Balcarcel, our Nursery director, both served God and the Parish in so many ways. Our faithful Treasurer, Tom Hewson, not only coordinated all financial aspects of the solar campaign, but he oversaw our budgeting and financial recordkeeping. He was ably assisted by Sughra Bakthiari, our bookkeeper. Brooke Roberts, volunteer extraordinaire, coordinated all of our Communications, while also volunteering in the office one day a week. Agnes Soos also volunteered wonderfully in the office.

Some learned more about our call to advance social justice in Christ’s name, while others worked on our buildings and grounds, literally caring for the physical fiber of our life together. Still others worked on stewardship and planned giving, reminding us of the great privilege of being invited as disciples to give back from what God has already given us.

There is much more that I could say, but let me just close with gratitude. I thank God, and you all, for the great privilege of serving as Rector of Immanuel Church-on-the-Hill. May God continue to bless Immanuel, and all of us.

Respectfully submitted,

A handwritten signature in black ink that reads "Randy". The signature is written in a cursive, slightly slanted style.

The Rev. J. Randolph Alexander, Jr., *Rector*

Associate Rector's Report

It is a cold, early dawn in January as I write this report. The horizon is glowing with red and orange, the sky is wreathed with soft pink clouds; the perfect moment to reflect on the last year at Immanuel.

As with all years at Immanuel, it was busy. After years of only patchy ability to get together due to Covid restrictions, Senior ministry finally returned to a robust schedule of three activities a month – two lunches, and an outing that includes transportation. We had fun, we listened to some wise people, we drank some beer. A full accounting of the Senior Ministry can be found in Karen Besser's report, because it is her energy, creativity and sense of fun that drive the senior ministry. I have the honor of encouraging and attending and praying for this powerful ministry.

Our Pastoral Care committee continued to pray for, call and reach out to parishioners and their families who are struggling with illness, grief, or any of the other struggles with which we all wrestle. We also made certain that people who are unable to get to church are visited and if they wish, to receive communion. Covid restrictions have made home visits - with or without communion - problematic though not impossible. In the coming year, we will be working to expand our visits. Occasionally, we organize or coordinate rides or meals for people. This is a quiet ministry, not generally recognized for its devotion, love and compassion. We pray, we write, we call, we visit, we listen.

The Altar Guild continued its vital and quiet work in 2022. We changed linens, we bought wine and wafers, candles, and oil. Set up for services, washed and ironed linens, changed frontals, set up the books on the altar for readers and clergy. We polished brass and silver. We got to church early to set up and stayed late to clean up. This may sound a bit tedious but we love our ministry, we love that it can be contemplative, prayerful, companionable, unnoticed and a joy, all at once.

In Summer 2022, Fr. Randy took a long postponed and well-deserved sabbatical, while Fr. Sam took parental leave to care for his new baby – Mac. This allowed me the honor of being a solo clergy for the better part of June and July. Yes, it was a bit more work than I'd expected, but what a delight to have you all to myself. Most importantly, we all worked together to make certain that Immanuel continued to flourish in their absence. It was a great summer – even though I missed my beloved colleagues, Randy and Sam.

I preached, celebrated, taught, learned, prayed, worried, washed and ironed linens, listened, blessed, visited and wrote essays. I petted a lot of animals, I ate a lot of lunches out and drank a lot of coffee. I zoomed and attended meetings. I was Sam's straight wo/man for his children's sermons. It was a year of blessings and joy for me. I am humbled by your love and support.



The Rev. Susan Parsons+
Associate Rector

Annual Report from the Music Ministry

2022 continued to present the challenges of COVID, but things began to improve substantially compared to over 2021. Several choir members moved away, and this left us with a need for additional voices – sopranos in particular. In the interests of social distancing, we continue to have our rehearsals in the Zabriskie Chapel on Thursday evenings.

The Immanuel Choir normally sings two anthems per service and seeks to offer music which is spiritually uplifting and provides strong support to the congregation. During Holy Week, Easter, and Christmas, we enjoyed collaborating with exceptional musicians from the Washington Metropolitan Philharmonic, private instrumentalists, and members of the military bands in presenting special music for worship.

The Immanuel Choir is a wonderful group of dedicated and talented singers, and we are open to anyone who would like to sing with us. As always, Christmas, Holy Week, and Easter are especially busy times for the choir with several worship services, extra rehearsals, and more music to learn. The choir always rises to the challenges presented by these seasons, and their faithfulness and enthusiasm add to the power of these services.

The Choir and I are particularly grateful for the support of the clergy, the Vestry, and the strong singing coming from the pews on Sunday mornings. I hope you will consider joining us as we offer our gifts to God and make beautiful music in honor of our Lord and Savior.

Warmest regards in faith,

Jane

Dr. Jane Tavernier, Director of Music



Senior Warden's Report



FAITH AND SERVICE: Two sides of the same coin

Over the last three years I have often caught myself in moments of amazement and outright joy thinking about Immanuel Church-on-the-Hill. When I joined the Vestry with Phyllis, Mother Susan, and Shawn in January of 2020, no one would believe the world we were about to inherit in less than 6 weeks as a congregation, a Vestry and as a nation.

One constant over the past three years -- in stark contrast to the chaos, change, upheaval, loss, isolation and civil strife we all witnessed -- 'One Constant' was all of **You**. And of course, when I say 'you' I mean everyone one of us at Immanuel. A Constant in a world that at times seemed beyond lost. A

Constant source of love and compassion. A Constant place of being and oneness in this world. A Constant place of belief. But most assuredly, what I witnessed over this time were two actions that bear our Constant witness to our community, to each other, and to this world: **Faith and Service**

This two-sided coin was a winning formula for pushing through one of the darkest times many of us will ever face in our lives. It didn't matter if it was heads or tails, it was Faith and Service in Christ that shines through all of 2020, 2021 and 2022.

Over and over, I witnessed Christ's calling in your actions in this world. They have sustained me on Vestry, and as parishioner, they gave me hope and faith that we would find our way forward with God's help. It was your witness in my life that challenged me, compelled me, inspired me to want to lead.

So, I decided to look back on everything you, this amazing congregation, made possible during the last three years.

This for sure isn't everything we accomplished but it's reflective of C. S. Lewis' famous quote "*I believe in Christianity as a I believe that the sun has risen; not only because I see it, but because by it I see everything else.*"



Figure 1: Christ the King Coin
4th Century Byzantine Period (obverse)



Figure 2: Same 4th Century Coin (reverse)

2020	2021	2022
Started holding Sunday and weekday prayer services online via Zoom	Migrated our online platform to YouTube, creating our own You Tube Channel	Created a part-time position to enhance our videos and social media presence
Completed two major landscaping efforts to assist with flooding mitigation at Zabriskie	Raised the funds and selected a contractor to begin our building project to “go Solar”	Commissioned our Solar Project in June
Created an online EYC gathering	EYC Shrine Mont events returned	Returned to in-person monthly Vestry Meetings
Successfully received PPP loans	Resurfaced our parking lot again at Zabriskie	Applied for Payroll Tax Relief Benefit from the US Treasury
Created our Social Justice Ministry and in 2021 submitted and received a <i>Becoming Beloved</i> small grant award from the Diocese to further our social justice work	Retrofitted Zabriskie Chapel for online streaming capability, retrofitted the lighting in the Zabriskie Chapel, and painted the exterior of the entire Church -- including the steeple	Vestry began to refocus our return to in-person activities with a Newcomer’s Reception, Harvest Dinner, numerous forum hours, and Holy Eucharists held in both chapels
Successfully changed our Pumpkin Patch delivery and continued our largest outreach fundraiser during the pandemic.	Continued our Pumpkin patch delivery and reached a sales record for our outreach budget.	Grew our online social media presence for our Pumpkin Patch and again hit a new sales record to fund our outreach.
Began online coffee hours, bible study, and Friday night Compline	Began the return to our parish-wide Memorial Day Weekend at Shrine Mont	Over 100 parishioners attend Shrine Mont during our Memorial Day Retreat
Expanded our online communications portfolio with new parishioner-driven meditations entitled <i>Simple Gifts</i> , <i>This week at Immanuel</i> eBlast, and other digital offerings.	Held 15 forum hours in person and streamed them live online (based on a broad format of programming)	Held numerous Forum hours in Zabriskie and Immanuel Chapels that were streamed live online.
Held a drive through outdoor Christmas Parade in December at the Virginia Theological Seminary Grove	Increased our parish rental income with new partners	Extended and improved our lease with Valley Drive Preschool; cementing one of our longest, and most lucrative church-affiliated relationships.
Began outdoor services at the VTS Grove and live-streamed the Eucharists online	Continuing a tradition that began in 1949, the Vestry votes to charter Scout Troop 131 at Immanuel -- our first Troop since 1992.	Troop 131 officially charters with Immanuel and begins meeting in Zabriskie -- and the scouts volunteered countless hours at our Pumpkin Patch.

It is truly amazing when you consider this table and think about the journey we have all been on the past three years; in comparison it makes 2022 seem rather tame. As I leave this Vestry, I feel confident that Immanuel is on a strong footing in its direction, its finances (thanks Stewardship Committee and Treasurer), and its spiritual foundation -- thanks to our Rector and Associate Rector!!

When I think about the many accomplishments we've made in recent years, I'm still in awe of this congregation's collective imagination, inspiration, sense of humor, and (most of all) love: a love that carries us on in this journey of service to Christ. As the Apostle Simon Peter said "**Each one should use whatever gift they have received to serve others, faithfully administering God's Grace in its various forms.**" I Peter 4:10

This is what each of you has demonstrated in our corporate life together in this place. May God continue to fill us all with that sense of purpose and calling to continue the journey of Faith and Service. Like I said, you can flip that coin a thousand times, and you will always come out a winner!

Sincerely submitted,

A handwritten signature in black ink that reads "Darrell". The letters are cursive and slightly slanted to the right.

Darrell L. Wilson

Note from the Junior Warden for Administration

The work the Junior Warden for Administration is very much behind the scenes. In 2022, I supported the Treasurer on various financial issues, participated in personnel discussions, and helped with back office support as needed.

The biggest success of 2022 will be implemented on February 1st, 2023. On February 1st, Focus Data Solutions will be responsible for all of our IT needs. Historically Immanuel has had a patchwork of IT software and computer systems. With the help of John Bednar, we have been able to maintain status quo, but did not have the resources to take a comprehensive look and create a cradle to grave IT system. We appreciate all of John's work on our online outreach efforts and IT. John's work allowed us the time to explore options for a permanent solution. We appreciate his contributions.

In 2022, we signed a contract with Focus Data Solutions, which will become our own CIO, managing firewalls, software packages, licenses, cable, hard drives etc. to obtain efficiencies and make our systems current and like other Episcopal institutions, i.e., the Seminary.

The onboarding of a new IT contractor closes out and resolves an open audit finding for the past two years of 2021 and 2022.

Respectfully submitted,



Kristi Kubista-Hovis

Buildings and Grounds Report for 2022

We are blessed! We had a fantastic year of activity and accomplishments with Buildings and Grounds at Immanuel!

Our church home and property had a vibrant collection of projects and devoted volunteers in 2022. It is an interesting mixture of old and new activities, from the new solar panels and growth in the Memorial Garden to the challenges of maintaining a parish hall and chapel that are more than seventy years old.

To capture the key developments in 2022, we have broken out the information into three sections:

1. Solar Project Update
2. Memorial Garden, Zabriskie, and Rectory Grounds
3. Buildings and Grounds Facility Report

I specifically want to thank Tom Kerns, Julie Bruns, Kathryn Haskin, Sarah Glassco, and Denise Freeland for their contributions to the report. The information below does not mention every action or the efforts of every volunteer, we would have to publish our own book if we shared everything, but we hope you find this section useful and informative.

SOLAR PROJECT REPORT

Since our solar panels went live on June 7, 2022, we have produced **over 36,500 kWh of clean, sustainable electricity**. This production volume represents **56 percent** of the electricity our solar vendor SES expects the system to generate annually. It also represents over 56,000 pounds of carbon dioxide not emitted into the atmosphere and is the equivalent of 420 trees being planted!

The Zabriskie and Parish Hall buildings used the same amount of electricity (kWh) for **June-December 2022** as they did from **June-December 2021**. Because the **solar panels generated 63 percent of the electricity the building needed** during the last seven months of 2022, the cost was \$3,143.82 versus \$6,648.88 during the same seven months in 2021 – **a savings to date of \$3,500**. Immanuel is also **receiving approximately \$3200/year** from the Virginia Solar Renewable Energy Credits (SREC) program—we received our first check for \$1,221 in December 2022. The SREC program is run by the Commonwealth of Virginia to allow utilities the option of purchasing credits from *green energy* producers like Immanuel.

Most of the electricity generated by the solar panels will occur in the spring, summer and early fall, basically March through October. We need a full year of data and monitoring from the solar electricity production and Dominion Energy bills to understand our annual electricity generation and the financial benefits. We will continue to provide regular updates throughout 2023 but look forward to an exciting year-end report. Many thanks to all those Immanuel parishioners who invested in our little corner of “this fragile earth, our island home”. We have had a very strong start but stay tuned for more great news to come!

MEMORIAL GARDEN AND ZABRISKIE AND RECTORY GROUNDS

The Immanuel grounds continue to be lovingly cared for and stewarded under the care of Kevin Kirby, Sarah Glassco, and Kathryn Haskin, and with the much-appreciated contributions of Chris von Schoening, Marilynn Wilson, Susan Gildersleeve, Sudie McGahuey, Eileen Monnin-Kirby, Julie Bruns, Susan Kernan, and Barbara Kirkland, Hartley Hobson, Maeve Milligan, Rich Hobson, and Tom Kerns, all who contributed time, plants, and serious weeding and watering energy.



Below, from left: The Rt. Rev. Susan Ellyn Goff, former Suffragan Bishop of Virginia, gets help blessing water with the Rev. Susan D. Parsons, Beth McGahuey (in pink), and the Rev. J. Randolph Alexander. Father Randy uses the holy water to bless the solar panels. Both photos courtesy of Candy Levin; top photo courtesy of Tom Kerns.



The team's focus is to create a space full of native plants and trees that are most beneficial for the animals and insects that live here. We are trying to balance the use of professional help and volunteer work for new projects and the care of established plantings. The plants and trees that are native to this area are those that will thrive with the least care in the long run, meaning our weeding and watering will provide a solid base for the long-term thriving of the ecosystem.

As a great example of the benefits of planting native plants and trees, you can look to our lawn to see two new swamp white oak trees (memorials to faithful parishioner Dick Hobson). These trees are well suited to our ecosystem. We will need to regularly water them for another few years, but they will reward our efforts by being a home and food source to birds and insects. They may be small now, but it won't be long before we see them shading the lawn and being featured in pictures during Pumpkin Patch sales, just as our big white oak tree did for so many years.

A full list of our activities is provided in this report, with more details on the types of plants and entities we are engaging with. In 2023, we will continue to work towards making sure our grounds are being used to support the local ecosystem, while also creating and stewarding the beauty and space of respite that our memorial garden provides for families of those buried here and for all parishioners. You'll also hear our continued requests for volunteers to help us, as many hands will make much lighter work for all involved and help to control the costs associated with properly caring for this property.

With thanks to the weeding and watering crews, and the buildings and grounds committee, on to another year of caring for our piece of God's creation. After completion of plantings for water runoff control and expansion of native plantings—by Barbara Ryan of Chain Bridge Native Landscapes. Northern Virginia Property Services (Manuel Rivas and his crew) also helped remove the invasive nutsedge and replaced some plants that had been damaged. We organized parishioner volunteers to weed and water the new plantings, with emphasis on eliminating the growth of invasive nut sedge and maintaining a regular watering schedule for robust root systems of the plants

Spring 2022

Weeding begins in early March. With help from Manuel Rivas' crew and also Gorilla Tree landscapers we cleared out the invasive nut sedge again. This will need to be an annual effort until the planted sedges (Gray's sedge and social sedge) have filled in the space to compete successfully.

Identifying Weeds vs. New Plantings

We trained several weeders and organized parishioners to weed new beds on a regular basis. We hosted a visit from an Audubon Ambassador, who suggested other steps to take to expand our native plantings and reduce invasive plants. April 1, 2022. Memorial trees were planted for Dick Hobson (Kevin Kirby) plus a Kousa Dogwood to replace one that had died. Lastly, we installed "tregator" bags and maintained a watering schedule with parishioner volunteers to keep those young trees healthy.

Other Key Accomplishments

- Trees planted and pruning of dead branches in magnolia tree above the burial area. Building a cedar fence in back of property and planting shrubs along it (overseen by Kevin Kirby)
- Cleared rotting pumpkins from under the Holly Tree and installed a small fence to protect tree trunk (courtesy of Boy Scout Troop)
- "Welcome Home" service in September—offered a tour of the gardens with signage
- Mowed the 'berm garden', still need to find a solution for that area that suits everyone
- Cleared weeds and vines from a large, neglected lilac bush near the entrance to our driveway (Sarah

Glassco and Boy Scout Troop)

- Invasive Amur Honeysuckle tree removed in front of Zabriskie Chapel. (Susan Gildersleeve)
- Cleared ivy from sycamore tree near front of property
- New, roomy compost bins built in early November using pumpkin pallets by Dave Lambert (yeah Dave!)
- Maintained a watering schedule through spring, summer and fall, but still looking for a long-term solution
- Established a working relationship with Manuel Rivas of Northern Virginia Property Services who is very knowledgeable about native plants, ecological control methods
- Expansion of burial areas-clearing plantings (including invasive Houttuynia,) laying sod—still need plantings to define the area. (Planning and oversight by Tom Kerns, Manuel Rivas and NVPS were hired to do the work)
- Removed invasive trees and shrubs—2 or more Amur Honeysuckle trees, Mahonia (Oregon Holly) (NVPS cleared plants from perimeter of building to allow for pest control installation).

BUILDINGS AND GROUNDS FACILITY REPORT

It has been a very busy and productive year for buildings and facilities work. We have completed planned projects as well as those the Lord designed to test our skills and patience. We continue to rely on Cherry Blossom Landscaping, Gorilla Tree Service, and Tru Green to help maintain our 4.7-acre site and we are especially grateful for a committee of dedicated parishioners. Tom Kerns serves as the chair and other members include Doug Onley, John Bednar, Doug Henry, Sarah Glassco, Kevin Kirby, Amy Thomas, Brian Rush and Shawn Whitman is our Vestry steward. Denise Freeland serves as chair of the Creation Care Committee.

2022 Completed Projects

1. Doubled the size of burial area of the Memorial Garden, provided a new cedar fence and perimeter planting along the edge with our neighbors.
2. Coordinated installation of solar panels by SES and prepped the roof and repaired the steeple.
3. Sealed and restored the parking lot.
4. Painted the exterior millwork of the church
5. Solved the drainage problem at the rectory driveway.
6. Replaced water heater in the church.
7. Prepared a new 10-year lease with Valley Drive Preschool.
8. Raised chandelier and replaced lighting in the chapel.
9. Replaced a sump pump and its battery backup.
10. Organized the sexton's closet, which sounds simple, but you need to see it to appreciate it.

2023 Upcoming Projects

1. Complete the design of the kitchen renovation and additional storage (more information to come in 2023 about this project).
2. Paint portions of the rectory.
3. Enlarge the sexton's closet.
4. Replace the Parish Hall's 30-year-old-plus chairs.

Final Thought

We expect a continued high level of activity in 2023. If you want to be involved, please contact me, any member of the Vestry or church staff or those listed in this section of the report. We have shovels, gloves and love and would love to have you join us in this rewarding work!

Thank you and God bless,



Shawn Whitman

Junior Warden and Vestry Steward for Buildings and Grounds

Creation Care Ministry

The Creation Care Action Team sponsored a variety of events and activities to support the Episcopal Church's Covenant for the Care of Creation. This is a commitment to "practice loving formation, liberating advocacy, and life-giving conservation" as individuals and congregations.

Highlights of 2022:

- Forum Hour featuring Gary Gardner, author of ***The Earth Cries Out: How Faith Communities Meet the Challenges of Sustainability.***
- Spring Meet Up in the Garden after worship for a tour of the new native plantings in the different gardens at Immanuel.
- The Blessing of the Solar Panels followed by an opportunity for fellowship and dessert in Zabriskie Parish Hall.
- Developing the Creation Care Website with Brooke Roberts.
- Collaboration on the Homecoming Picnic to be environmentally friendly by avoiding plastic, using reusable tablecloths, and offering recycling options in Zabriskie Parish Hall.
- Assisting other churches that are interested in creating their own Creation Care Teams.

Plans for 2023:

- Forum Hour on "Composting — Mind Your Waste Stream."
- Forum Hour on "What the New Energy and Climate Legislation Means for Us."
- Collaboration with the Senior Ministry on "Birding During the Spring Migration."
- Providing regular environmental "Tips" for Immanuel publications and the website.
- Continuing to collaborate with the Alexandria Faith Alliance for Climate Solutions on advocacy.

Respectively Submitted,

Denise

Denise Freeland

Co-Chairman, Creation Care Ministry

Adult Formation & Discipleship Report

Immanuel offered many ways for parishioners to deepen their understanding of scripture and tradition, their place and calling in God's world, practical approaches to deeper prayer and engagement, and better understanding of the church's various ministries and opportunities. 2022 saw the continuation of Bible Studies, book studies, Benedictine Community, Confirmation/Reaffirmation/Reception Class, Forum Hours, and Sacred Ground dialogue circles. We also resumed Lenten and Advent retreats that had been in abeyance since the beginning of the pandemic.

Opportunities for adult spiritual formation and discipleship included:

- Four small group Bible Studies (Wednesday weekly at 7:30 PM (through February 2022), Thursday weekly at 10:30 AM; Saturday weekly at 10:00 AM; and Saturday monthly at 8:00 AM)
- Confirmation, Reaffirmation, Reception: Catachumenate Class with adults considering Confirmation, Reaffirmation, or Reception and teenagers preparing for Confirmation. From an Episcopal perspective confirmation is what makes a person a full adult in the church.
- Biweekly Benedictine Community; The Benedictine community meets first and third Tuesdays from 7-8 PM to study the application of contemplative Benedictine spirituality and how Benedictine values of hospitality, silence, and humility can guide us in today's world; the community welcomes new participants.
- A Wednesday evening social justice book group/Bible study which continued until late February.
- Two [Sacred Ground dialogue circles](#) developed by the national Episcopal Church examining issues of race, culture, and U.S. history in the context of participants' experience.
- Thirteen Forum Hours, noted below:
 - Feb 27: *Creation Care: There's No Place Like Home*: Gary Gardner
 - March 6: *Diving Into the Lenten Word*: The Rev. Sam Sheridan
 - March 13: *Diving Into the Lenten Word*: The Rev. Randy Alexander
 - March 20: *Diving Into the Lenten Word*: The Rev. Susan Parsons
 - March 27: *Diving Into the Lenten Word*: The Rev. Randy Alexander
 - April 3: *Diving Into the Lenten Word*: The Rev. Frank Wade
 - May 1: *Criminal Justice: Voices of the Incarcerated*
 - May 22: *Christian Parenting in the 21st Century*: The Rev. Sam Sheridan
 - Sept 19: Salim Khalfani, Criminal Justice Lead, Virginia Interfaith Center for Public Policy
 - Sept 26: Pumpkin Patch Preparation and Briefing
 - Nov 6: Friends of the Episcopal Diocese of Jerusalem (AFEDJ): Incoming and Outgoing AFEDJ Executive Directors, John Lent and Eileen Spencer
 - Nov 13: *Veterans' Day*: Chaplain Charlie Reynolds (COL (ret) US Army)
 - Nov 20: *Putting the Sabbath in Sabbatical*: The Rev. Randy Alexander

You are invited to explore which of these many opportunities for spiritual formation and discipleship might fit your schedule, interest, and God's calling to you in 2023!

With joy and gratitude for so many ways to deepen our faith, prayer, and closeness to God in fellowship with each other,



David Atwood

Vestry Steward for Adult Formation and Discipleship

COMMUNICATIONS REPORT

In an increasingly noisy world, how do we make the Good News heard? How can we reach out to new communities in building the Kingdom of God? How do seekers find Immanuel Church-on-the-Hill in the midst of all the other Immanuels and Emmanuels on hills and in valleys? Where do we share the stories of our faith? How can our parishioners learn about the rich, ever-changing variety of Immanuel's offerings for spiritual growth, education, activism, service, and fellowship?

Answering these questions is the job of "Communications." It encompasses all the people, tools, and initiatives involved in Immanuel's message-sharing, both internally as a parish and externally to Alexandria, Virginia, the nation, and the world.

This past year saw numerous (and still ongoing) developments in our communications tools and practices. For instance, while Immanuel is back to holding in-person worship and events, we have continued providing live-feed and Zoom options for non-present participants. As Fr. Randy explained last year, it is our goal "to offer livestreaming in perpetuity [as] an ongoing ministry to those who are ill, or traveling, or those who have moved away and alumni/alumnae of Immanuel." We are still learning how to keep up with the demand for these services and meet technological challenges, but in this important effort Immanuel is blessed to have the dedication of volunteers **Doug and Sydney Onley and Jan and Katherine Maas**, as well as our new part-time Audio Visual Technician from VTS, **Tamika Martin**. A very special shout-out is also needed to **John Bednar** for his substantial contributions in this area.

Another initiative that saw further development this year was the social media promotion of the Pumpkin Patch, thanks to **Sanjiv Augustine, Susan Gildersleeve, and former Assistant Rector Sam Sheridan**. The Patch had up-to-date listings on Google and Yelp, a presence on Facebook and Instagram, and an active program of encouraging and tutoring Immanuelites to post honestly favorable comments for the world to see – all helping with the record-breaking success of this year's Patch.

Advanced technology is not the only way to communicate, however; Immanuel also spreads our message through the decidedly low-tech banners we put on our front fence, to be seen by the hundreds of commuters and neighbors who pass by our church. In 2022, we made an effort to create "evergreen" messages rather than one-time-only notices that must be expensively reproduced each year. A popular example was the new "Love Happens Here" banner suggested by parishioner **Susan Gildersleeve**. Another example were last spring's simple "Celebrate Holy Week and Easter at Immanuel" banners with our website address – something that can be displayed again any Eastertime.

Along with these efforts, Immanuel continued using other tools for external communications as in past years. Our website, www.icoh.net, has been updated continually throughout the year to support Immanuel's worship, ministries, and activities, relying on information provided by those most involved. Our Facebook accounts were regularly supplied throughout the year with updates by **Candy Levin and Fr. Sam**. We advertised Easter and Christmastide worship in the Alexandria Times, thanks to the multi-talented **Parish Administrator Aleta Powell**.

Immanuel's periodicals serve both internal and external communications purposes. Faithfully produced every week of the year by **Aleta Powell** was Immanuel's oldest and most basic publication, the "Announcements and Parish Notes" section of the Sunday bulletin, which is not only available in print for churchgoers, but also is posted to Immanuel's website for anyone to see. Our "This Week at Immanuel" newsletter continued to be emailed each and every week to parishioners and other subscribers, previewing Sunday services and Forum Hours, advertising upcoming events, and announcing news of interest to the parish.

Two periodicals have seen changes this year. The spirit-lifting meditation *Simple Gifts*, authored by clergy and lay contributors and overseen by **Dani Kauffman**, moved during the summer of 2022 from a weekly to a monthly publication but continues a robust readership.

A more profound change was made to Immanuel's magazine *Almond Tree*, which will be phased out following its final issue. The reality of time constraints made it impossible to continue publishing a magazine of its size and scope. It is being replaced with the new *Newsletter On-the-Hill*, a more streamlined calendar-driven monthly periodical that still features a Vestry/clergy perspective and a ministry highlight. It is hoped this new monthly periodical can be the reliable, useful, and sustainable publication that Immanuelites have requested. It is crucial for Immanuel's communications to stay nimble and relevant – and input from the parish is what keeps us on track. Please consider this invitation and encouragement to share any comments, concerns, ideas, or suggestions for improving Immanuel's communications.

Since this report began with a question, here's a final one to conclude: How can Immanuel Communications better serve you?

Respectfully submitted,

Brooke

Brooke Roberts

Vestry Steward for Communications



Brooke and her brother, Mark, hang the new banner she designed in front of Zabriskie Chapel.

2022 Stewardship Report – Immanuel’s Every Member Pledge Campaign for 2023



Rooted and
Grounded in
Love and
Community

*“ . . . that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love”
Ephesians 3:17*

Thank You for Your Generosity!

Blessings and deepest thanks to all parishioners for your commitment to Immanuel’s 2023 Every Member Pledge campaign. Your generous outpouring of support to Immanuel’s mission and ministry is a gift to all who worship here and to our wider community. You act in faith at times of uncertainty and show your gratitude to God by giving back from the abundance of God’s many blessings.

As of Sunday, January 22, 2023, Immanuel’s Every Member Pledge campaign results are:

- **140 Pledges received**
- **\$648,242 Pledged amounts**
- **9 Pledges from new members**
- **40% Pledgers increased their pledge by an average 10.6 percent**

The Treasurer’s projection of our 2023 pledge outcome is \$685,000 based on historic giving patterns of current and new pledges. We are closing the gap and are approximately 95 percent of the way to meeting our financial goal for 2023.

We would greatly welcome and encourage your pledge if you have not yet submitted it and are able to give back to God for the many blessings he showers on us.

Scriptural Messages Guiding our 2023 Every Member Pledge campaign

*“ . . . that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love”
Ephesians 3:17*

A Specially Created Graphic depicting our Zabriskie Chapel steeple is a centerpiece of our 2023 Every Member Pledge graphic emphasizing the importance of our parish life being rooted and grounded in love and community.

Parishioners’ Stewardship Minute Testimonials were offered at Sunday services on Nov. 6, 13, and 20, 2022, following the exchange of The Peace.

These dedicated parishioners who offered their testimonials are:

- **Taylor Houck**
- **David Atwood**
- **Darrell Wilson**
- **Jennifer Greiner**

We are grateful to members of Immanuel’s Stewardship Committee and other devoted volunteers and staff for their dedication and commitment to the success of Immanuel’s 2023 Every Member Pledge campaign:

- **Brad Ashton, *chair***
- **Tom Brown**
- **Kathryn Jackson Haskin**
- **Taylor Houck**
- **Doug John, *joining for pledge candidate outreach ministry***
- **Danette (Dani) Gentile Kauffman**
- **Allison (Ally) Powell-Switaj**
- **Kerry Kelly Wade**
- **Randy Alexander, *Rector***
- **Tom Hewson, *Treasurer***

The success of our Every Member Pledge Campaign is indebted to these extraordinary individuals who contribute so much to the results of our work. Special appreciation to:

- **Tom Hewson, *Treasurer***
- **Aleta Powell, *Parish Administrator***
- **Brooke Roberts, *Communications and Website Steward***
- **Nancy Close, *Graphic Design Consultant***

Outreach to Parishioners

Stewardship committee members and another devoted volunteer gathered virtually on Sunday, January 8, 2023, to contact 48 families and individuals who pledged recently, but had not yet pledged their support for 2023. Seven callers made contact, answered questions, and provided helpful assistance that has resulted in answers and pledge submissions from more than 45 percent of those contacted.

Thank You, Immanuel Parishioners

Blessings and deepest thanks to all who supported Immanuel’s 2023 Every Member Pledge campaign “. . . *that Christ may dwell in your hearts through faith as you are being rooted and grounded in love.*”

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

Brad Dani

Brad Ashton and Danette “Dani” Gentile Kauffman



We Recognize and Thank Parishioners who have given us permission to list their names as pledgers and thank them publicly for their commitment to Immanuel's mission and ministry in 2023 through their pledge support.

Anonymous (14)	Suzanne and Scott Heckenberg	Everett and Susan Post Jr.
Diane Adams	Douglas Henry	Marcus Rarick
The Rev. Randy Alexander	Tom and Deborah Hewson	Eric and Jennifer Reading
Gerald and Eve Anderson	Kathleen Hobson	Mary Ann F. Rehnke
Elizabeth Arnold	Richard Hobson, Jr.	Stefanie Reponen
Brad and Melinda Ashton	Ruthanna Hooke and Judy Adkins	Mary Ann Ring
David Atwood and Nancy Reuschel	Taylor Houck	Brooke Roberts
Sanjiv and Sujatha Augustine	Thomas Hussey	Tony and Patsy Rogers
Caroline Bergmark and Francine Wargo	Doug and Wendy John	Mary Jane Ruhl
Karen Besser	David and Wendy-Lane John	Jackie Rustigian
The Biache Family	Gordon and Frances Johnson	Brian and Katherine Scarlett
Sue Brown	Hal and Lee Johnson	Stephanie Scharnweber
Tom and Sally Guy Brown Jr.	Danette "Dani" Gentile Kauffman	Linda Serabian
Dennis and Julie Bruns	Dorothy Kellogg	Thomas And Martha Shimkin
Gary and Mary Ashton Campbell	Susan Kernan	Pierre and Hilary Shostal
Hugh and Jan Campbell	Tom and Roz Kerns	Dodd and Phyllis Sims
Cynthia Caples	Kevin and Eileen Kirby	Stewart and Teresa Skubel
Anthony Christino III and Adrienne Goins	Barbara Kirkland	Katherine Smith & Brian Young
Leif Christoffersen	Theresa Kliczewski and Sorin Marcu	Paul Smyth and Denise Freeland
Chip & Sarah Coakley	Kristi Kubista-Hovis	James and Laura Snow
Adam and Laura Cohn	Jim and Connie Kurz	Dagobert and Lissa Soergel
James and Kathy Conrad	Canice Levin	Agnes Soos
Janice Corbett	Kathy Lloyd	Catherine Stanish
Wilton Corkern	Len and Sue Lynch	Khary& Susan Stockton
Carol Crossmire	Katherine Maas	Kevin and Allison Switaj
Thomas and Carrie Cuddy	The Rev Jan Maas	Jane Tavernier
Elaine Davies	Jessi Ruth MacLeod	Amy Thomas
Gary and Mei Lung De Vight	Martha Manson	Bobbie Thomas
Linda Donahue	Mia and Ken Mason	Marda Robillard and Patrick Tribe
Jeremy and Erika Enright	Scott and Becky McCann	Chris Von Schoening
Dr. Mark Fearer	Chandley McDonald	Frank Wade
Sara Fein	J Kenneth McDonald	Kerry Kelly Wade
Carolyn R Ferguson	Mike and Sudie McGahuey	Diana Walker
Pat Flagg	Cynthia Morton	Betty Wanamaker
Aggie Fortune	The Rev Jo-Ann R Murphy	Mollie R. Warner
Lisa Frye	Renee O'Brien	Kevin and Hartley Wensing
Lee Boylan & Thomas Fuller	Celia Ochs	Shawn and Kristin Whitman
François and Lynn Gas	Faith Olson	Pamela Willard
Rick and Sarah Glassco	The Onleys	Darrell and Leah Wilson
Nicholas And Jennifer Greiner	The Rev Susan Parsons	Marilynn Wilson
Bill Hanvey	Oliver Patton and Biz Van Gelder	Jim and Nancy Wise
Matthew and Kathryn Jackson Haskin	Jackie Phillips	Teddy and Lindsay Yates

This information reflects pledges received as of January 22, 2023. Please report any discrepancies to thewson@icoh.net.

2022 Outreach Steward's Report

“Do not withhold good from those to whom it is due when it is in your power to act.”

Proverbs 3:27

I think this passage defines the parish's commitment toward outreach and volunteering. During 2022, so many in the Immanuel community came together to lend a helping hand to support those in need.

PUMPKIN PATCH

2022 was the 29th year for the annual Patch. Due to the participation of the entire parish and good fall weather, it was a great success. Five 18-wheel semi-trailer trucks delivered a great assortment of pumpkins and gourds including spookies, snowflakes and swans. Donations of baked goods, crafts, soups, and our famous apple crisps contributed to our successful sales. This year, many of our young people volunteered their time to bake. On behalf of the Vestry, thank you. I also want to give a special thanks to Sandhya Augustine who took the lead organizing the bake goods for the Patch, ensuring that there was plenty of inventory of cookies, cupcakes, brownies, pies etc. to sell, as well as providing useful packaging tips to all bakers.

Our profit from the 2022 Patch is \$97,000. Disbursement of these funds is overseen by the Outreach Committee coordinated by Jim Snow, Jim Wise, Julie Bruns and Krisi Kubista-Hovis. 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. Listed below are the charities included in the 2023 budget:

Alexandria Charities:

Alexandria Tutoring Consortium, Alexandria Hospital Board of Lady Managers, ALIVE, Arlandria Neighborhood Health Services, Carpenter's Shelter, Christ House Meals, Child & Family Network Center, Community Lodgings, Culmore Clinic, Senior Services of Alexandria, West End Lazarus Ministry, Christ Church Refugee Ministry, Grace Episcopal Church Food Pantry, Friends of Guest House

Regional and National

Greater Washington Interfaith Power & Light, Virginia Interfaith Center for Public Policy, Offender Aid and Restoration, Samaritan Ministry of Greater Washington, Bishop John T. Walker School for Boys-Washington.

International

Five Talents, Haiti Micah Project, Heifer Project International, KRMA-Uganda Women's Ministry, American Friends of the Diocese of Jerusalem, Stand with Iraqi Christians

The Outreach Committee also oversees the Patch Operations. Some procedures that were implemented during the pandemic will continue going forward, including receiving pumpkins on pallets in large gaylord boxes and unloading them with a forklift. An outside company was also used to pick up rotten pumpkins for compost. The 2023 budget includes money to pay for these services. During the upcoming year, the Outreach Committee will work with the Vestry to hopefully find resources to help pay for these costs, since the goal of the Patch is to provide as much money as possible to the charities the parish supports.

CARPENTER'S SHELTER "WALL OF HONOR" AWARD

On June 4, 2022, Immanuel Church on the Hill was honored by Carpenter's Shelter at its annual award ceremony. The church received the **Wall of Honor Award**, given "...to volunteers who consistently provide extraordinary service in support of Carpenter's Shelter."

On the second Thursday of each month, the ‘Immanuel Team’ led by Connie Kurz and Laura Snow provides a nutritious and delicious meal to the Carpenter’s Shelter’s residents. As anyone can imagine, with these two talented cooks, the meals are fabulous. Orange-glazed salmon, baked cod, grilled turkey burgers and turkey or vegetarian-lentil Sloppy Joe’s are some crowd pleasers. And, during the early days of the pandemic, the Immanuel Team turned to local restaurants and bakeries to provide part of the meals, thus supporting local businesses as they face a difficult time.

Congratulations to the Immanuel Team!



From left: Wendy John, Susan Kernan, Chris von Schoening, Connie Kurz, Debbie Hewson, Martha Manson, Linda Serabian, Laura Snow, and Jim Snow.

CHRISTMAS FAMILIES

After two years of gift card giving due to the pandemic, Christmas Families was back up and running in 2022. It was wonderful seeing all the gifts delivered to the Altar during the 8:00 and 10:30 a.m. services, and having everyone come together in the Zabriskie Parish Hall to wrap toys and books and then load them in trucks and parishioners’ vehicles to deliver to the Alexandria Department of Community and Human Services. Due to the generosity of parish members, 223 children and 98 parents received gifts: a total of 84 families. Christmas Families was also able to repair 33 bicycles thanks to the generous contributions of time and talent from Velocity Bicycle Cooperative. 4 new bicycles were purchased by a parish member. The special collection was over \$8,000.

Christmas Families in August

As a parish, we provided backpacks filled with school supplies for 46 children from 26 families referred by the Department for Community and Human Services. Through parishioners generosity in the special collection, we were able to send three checks for school supplies, \$2,000 to the Micah Project, one of Immanuel’s major international outreach ministries, that gives hope to 153 impoverished children in Mirebalais, Haiti, for whom education offers the only path out of extreme poverty and \$1,000 each to the after-school program of Community Lodgings and to the Department for Community and Human Services to support more families.

OTHER OUTREACH ACTIVITIES

My report would not be complete without mentioning several other activities supporting Immanuel's commitments to those in needs particularly in the Alexandria community.

Blood Drive

Thanks to the leadership of Katherine Maas, Immanuel sponsored a blood drive with INOVA Blood Donor Services on Veterans' Day, November 11, 2022. The result was an unqualified success, producing 25 units of blood. I hope this will become an annual event. According to the latest statistics, every 2 seconds, someone in the U.S. needs blood and or platelets.

ALIVE!

In addition to providing financial support, the parish donates food to ALIVE each January and June. During 2022, Immanuel donated approximately 1,675 pounds of food, one of the largest food donations made by a member congregation of Alive.

Meals on Wheels

Now that the pandemic has subsided, Immanuel's Meals on Wheels (MOW) ministry is up and running. The mission of MOW is simple: to deliver wholesome meals to seniors and other homebound folks in Alexandria who are otherwise unable to venture out and shop or are resource limited. Immanuel participates on the third Friday of every month. If you are interested in participating in this program, please contact Doug Henry,

Many thanks to the Immanuel parish for supporting this wonderful ministry. No matter where we are in life, we are truly blessed if we can be a blessing to others.

Faithfully,

Mollie
Mollie Lambert

Social Justice Ministry

What Is Our Vision for Social Justice? Immanuel's commitment to social justice is grounded in our Baptismal covenant of "working for justice and peace among all people and respecting the dignity of every human being" and on Jesus's commitment to love and justice for those marginalized by society. The Vestry's vision for the social justice ministry is available [HERE](#).

Continued Learning Opportunities: We completed the second and offered a third [Sacred Ground](#) dialogue and learning circle this year, focused on faith based approaches to better understanding the fraught issues of race, justice and history in the United States. Parish forum hours ([Criminal Justice Reform and Advocacy](#); and [Voices of the Incarcerated](#).) and movie showings/discussions (*Just Mercy* and *13th*) took place, along with the social justice book study review of *Just Mercy*.



Criminal Justice Reform, Support to Those Affected by Incarceration, and Coordination with Outreach: The [Rector's letter in 2022](#) and the Immanuel social justice website page lay out how and why Jesus calls us to care about and minister to those who are in prison. A 2021 \$6,000 "seed grant" from the national Episcopal church's "Becoming Beloved Community" program helped develop our criminal justice/incarceration initiative. The grant proposal and reports are available on line. 2022 was the pivotal year for this initiative and grant, with multiple learning and planning meetings with Alleyne AME Zion church and joint meetings with the Alexandria Sheriff, Commonwealth's Attorney, and Public Defender, as well as with Outreach partners OAR and VICPP, both involved in support to inmates or criminal justice reform. Thanks to coordination with and generosity of Outreach and of Christmas Families, our parish's support to inmates, those returning from prison or jail, and families affected by incarceration has tripled over the past two years. In addition, we are exploring new criminal justice ministries (Guest House transitional housing; Kairos ministry to those in Virginia prisons) and are in discussion with the Arlington County Jail Chaplain about supporting inmates remotely in their study of the Bible and its application to their own lives and situations.

Vestry Support and Engagement: In 2022, [the Vestry approved specific advocacy](#) around one key area of criminal justice reform in Virginia: eliminating prolonged solitary confinement which the national Episcopal church ([2019 policy](#)), many other denominations and the United Nations oppose as a form of torture. Our main advocacy partner is the Virginia Interfaith Center for Public Policy. Individual social justice committee members participated via Zoom in January 2022 in discussions with several members and staff of the Virginia legislature on criminal justice issues. As VICPP refined these priorities, with a focus for 2022/23 on limiting prolonged solitary confinement, the Social Justice committee has prepared, with other nearby churches, to participate with VICPP in its January 2023 "Day for All People" in Richmond, January being the key month for advocacy given Virginia's very short annual legislative session.

Other activities: The social justice committee and four other houses of worship (Alleyne AME Zion, Roberts Memorial UMC, Washington St UMC, and Temple Beth-El) joined us in planning a community voter registration drive the first three weekends of Immanuel's pumpkin patch, laying the foundation for other possible interfaith coordination in the future. The Rector's dialogue with new Alexandria Police Chief Hayes continued regarding a chaplaincy program for the Police Department. And a social justice discussion between committee members and the Assistant Rector (which happened to occur on the day of the terrible Uvalde school shooting) led to a service of lament for those killed in gun violence, and Prayers for the People that specifically name victims of mass shootings.

There are many ways for Immanuel parishioners, even with very limited time commitment, to get involved in supporting people in jail or prison and advocating for a more just system. You can find how you might consider getting involved [HERE](#).

If you have questions, interest in participating in our fourth Tuesday social justice meetings, or you have questions, concerns, confusion, or even mild curiosity about this ministry, please feel free to contact Vestry Steward, [David Atwood](#) or Committee Chair, [Kathryn Jackson Haskin](#)

In gratitude for Immanuel's past and ongoing engagement in ministries of social justice, our courage to explore and to seek where we can do better, and our commitment to strive for justice and peace among all people and to respect the dignity of every human being,



David Atwood
Vestry Steward for Social Justice

Evangelism, New Members, and Regathering

2022 started off as another "spreader" year with different variants of COVID arising and continuing our pandemic. Luckily, we are now transitioning into full fellowship once again. Some people are still wearing masks as their immunocompromised conditions warrant, but we are gathering more openly and more inclusively. ZOOM or Virtual streaming is continuing. Coffee hours have resumed fully and all are encouraged to stop by the Parish Hall after 8:00 a.m., and the Parlor after the 10:30 a.m. services for a short visit with each other and Clergy.

We, the Vestry, along with the Clergy, decided we could entertain the new members of which we have over 20+ since 2019, beginning of the pandemic, with an elegant social gathering on the evening of Sunday, November 13 in the Parish Hall. It was well attended with over 30 plus individuals. It was an opportunity for Clergy and Vestry members, plus a few long time members to learn about each other and Immanuel. With the help of Linda Donahue, serving in the kitchen and our two lovely Whitman girls, Lauren and Katherine, who helped by passing hors d'oeuvres and desserts, it was well executed. Good food and good conversations were had by all. Gift bags were given to the new members with an Immanuel magnet, a cookie with our logo and a package of daffodil bulbs, compliments of the Alexanders, to encourage their plantings and blossoms to appear in the spring, reminding them of their affiliation with Immanuel and God's love for us.

We welcomed our new members with name tags which should help us get to know them better, plus I encourage all members to once again wear your name tags to help new people be able to identify us and put a name to a face.

Our homecoming consisted of box lunches again, but in the Parish Hall this year. Our former Associate Rector, the Rev. Sam Sheridan, arranged this for us. Next year we look forward to resuming our gathering with a potluck luncheon as in the past.

This being my last Vestry service year, I appreciate the support and opportunity to serve Immanuel.

Sincerely submitted,
Phyllis Sims
Evangelism and New Members



Report on Children, Youth, and Families Ministries

As we experienced the great homecoming of Immanuel, joining together in person more and more to attend various events, the Children, Youth, and Families programs went through a transition, initially offered online and in person, then finally only in person. The nursery was open during worship at most church services in Zabriskie and Immanuel. While rarely used during the 8am services and Forum Hours, the nursery was open for most mornings when people were able to be in the building. Most children in the nursery were at the 10:30 services on Sundays for Godly Play, as well as a 10:00 a.m. Children's Chapel, led by Father Sam, that took place at Immanuel and had a regular attendance of 20 or more young participants. During the spring, Godly Play was offered to 15-20 children immediately following the children's Sunday service

We recognize there is a dearth of educational opportunities for the 4th and 5th grade Pre-YC (getting its name from being slightly before the EYC, Episcopal Youth Community). The need was met somewhat by the Associate Rector's Saturday family nights, and children sermon, but we recognize that this will be a major focus in 2023 as we look for a new youth director or Associate Rector (that decision has not yet been made, but we hope to have someone in place this summer).

As a result of the pandemic, most EYC events were opened to all age groups, and a small number attended. The EYC itself met online, in person, outdoors, and every way possible. Attendance varied from one or two teenagers for a Bible study, writing Christmas cards, or a movie night to as many as fifteen for family services, game nights, or our pumpkin patch bonfire.

We expect 2023 to be a growth year for Children, Youth, and Families, with the selection of a new youth director or Associate Rector to replace Sam, and the expectation that whoever is selected will have extensive experience promoting and creating new curriculum and programming for all youth age groups at Immanuel.

Respectfully submitted,



Kristi Kubista-Hovis



Pastoral Care

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 2022 Pastoral Care Committee was chaired by the Rev. Susan Parsons, with Julie Bruns serving as Vestry Steward. Committee members included Mary Ann Rehnke, Cynthia Caples, Sarah Glassco, Jessi MacLeod, Sara Fein, Mark Fearer, Rosi Urbine and Lisa Frye. This group provided direct personal contact and spiritual/emotional support to individual parishioners experiencing difficulty, illness, and sometimes a beloved's death.

Pastoral Care Committee kept two prayer lists:

- Parishioners who Requested Prayers and also friends and family of parishioners needing prayers to help them through crisis situations.
- Deaths of Parishioners (including friends and family of Parish Members) the Previous Week - these loved ones were remembered in daily prayers by clergy and PCC members.

Names from both lists were published in the Sunday Immanuel bulletin so that other members of the parish could remember them in their prayers. As always, anyone wishing to be on the Prayer List confidentially was listed with a pseudonym.

Pastoral Care members took turns contacting those on the Prayer List directly, by phone or personal visit, to assure them the parish was thinking of them, checking on their well-being, acknowledging their difficulties, keeping them in our prayers, and giving those so inclined an opportunity to talk about what was on their minds. PCC members met monthly (via Zoom) to pray for those on the prayer list and to discuss if anyone needed other support or assistance.

Lay Eucharistic Visits Coordinated by the Assistant Rector and performed by parishioners licensed by the Diocese to distribute communion to parishioners who are homebound, hospitalized, or otherwise unable to get to church, have been offered in the past. This ministry had to be largely sidelined during COVID, but the Pastoral Care Committee is looking forward to revitalizing this ministry.

With grace,

Julie
Julie Bruns
Pastoral Care

Senior Adult Ministry and Fellowship Report



Our Senior Adult program is designed to provide a regular schedule of activities for parishioners 60 years of age and older that will foster strong bonds of friendship and community whilst we are enriching our faith, appreciating the arts, strengthening our knowledge of new information and practicing skills to use new technology. We have two luncheons per month, one at Goodwin House-Alexandria and one in the parish hall at Zabriskie, and we have one activity per month, often involving trips off-campus.

Like other areas of parish life, the COVID pandemic provided a lot of interruptions to our ministry. However, we restarted in February with a trip to the National Building Museum for senior adults and grandchildren and began the monthly luncheons in March. With an interruption at Goodwin House during the summer, this schedule has continued for the rest of the year. Luncheon programs included presentations by Dr. David Beckmann (advisor to VTS Dean Ian Markham on Economic Justice) and Zeina Azzam (Poet Laureate of Alexandria), and how to listen to podcasts. Activities included trips to the Smithsonian, the National Cathedral (a virtual Lenten Retreat and an in-person concert), a local garden and two local historical sites (Woodlawn Mansion and the Pope-Leighey house and the Freedom House museum) and candy making to support the Pumpkin Patch. And I can't leave out our tour and beer tasting at Port City Brewing Company!

109 people have participated in Senior Adult Ministry and Fellowship events this year (including 9 youth), with 65% of people attending multiple events. If **YOU** have not attended a Senior event during 2022, please consider joining us during 2023. Plans include tours of the newly remodeled National Cryptographic Museum and the new Smithsonian National Zoo bird house, an up-close experience with 3-D printing, and introductions to: birding, the Rachmaninoff Vespers, and...tea? Check the Immanuel website by clicking on the Senior Ministry button at the home page for regular information. And feel free to invite a friend or neighbor.

Karen

Karen Besser
Co-chair

2022 Treasurer's Report

We are happy to report that Immanuel Church-on-the-Hill remains in strong financial condition thanks to the strong support from its parishioners and healthy reserves. There were indeed challenges in 2022 that we were able to overcome by drawing from our operating reserves. These challenges include:

- The financial markets shrank in 2022, reducing our operating reserves by roughly \$32,000 (11%)
- Pledges fell short of the budget goal of \$705,000, although some 2022 pledges may be made up in 2023.

A portion of the income shortfall was achieved by lowering overall expenses. Expenses were lower in part due to the Rev Sam Sheridan being called to be a priest in charge elsewhere in December, not hiring a finance manager in 2022, some modest program changes, and shifting some 2022 expenses into 2023.

As mentioned in other reports, several capital projects were also completed in 2022. These capital improvements totaled roughly \$65,000 and included replacing the rectory roof, painting the outside of Zabriskie, parking lot repairs and re-stripping, and Memorial Garden planting and fencing. The Vestry plans to continue to invest in improving our facilities this year.

The 2023 budget summary is on page 43 of this report. Highlights of this budget include:

Income:

- Pledges and contributions account for the vast majority (87%) of our income. Pledge campaign goal was set at \$685K and includes some 2022 makeup pledges that made in 2023.
- Rental income accounts for 8% of our income. The slight increase reflects some additional new tenants.
- Other income accounts for the remaining 5% of our operating income. This is primarily from investment returns from our operating reserves invested in the Trustees of the Funds but also includes the sale of renewable solar credits.
- Vestry is requesting nearly \$30,000 from the 3 Immanuel Trusts. This request of 3% of the Trust Funds rolling 20 quarter average is in the lower range of the 3-5% guideline (in part due to poor market returns in 2022) and would be used to fund 80% of the 2023 capital projects discussed below.

Expenses:

- Staffing accounts for 57% of our annual operating costs. This year the Vestry has adopted to provide a 6.5% cost of living increase for its clergy and staff (equivalent to Northern Virginia CPI). In addition, the budget supports hiring a new Assistant Rector for the 2nd half of the year.
- Administrative costs account for an additional 18% of our operating expenses. These costs are dominated by our Diocesan pledge of over \$53,000 that meets the new Diocesan guideline opted in last year's annual convention. Other significant administrative costs include financial/IT/AV contractors (\$29K), telephone/internet, printing/postage, VTS chapel cost share, contribution to VTS capital campaign and office supplies.
- Facility costs account for 15% of the operating costs. These costs are primarily from our facility maintenance and repairs, utilities and insurance. 2023 will be the first year that we will recognize the full savings from our solar project. This budget added new maintenance items— professional window cleaning and deep cleaning of the facility repair classroom damage and painting rectory.
- Program costs account for the final 12% of our operating costs. The budget reflects an increase for our professional singers that have not had a raise in over 5 years and the possible return to 3 services/ week for the latter part of the year. This area also includes an expanded commitment to Children, Youth, and Families programs and Senior Ministries and have added funds for outreach expenses (e.g. forklift rental, etc..) and community needs to supplement funds that are raised through the annual pumpkin patch.
- Outside the operating budget, the Vestry has adopted a capital budget of \$37,500 to meet the needs identified by the Buildings Committee. These items include a firewall on our computers to protect from hacking, kitchen/storage design (for 2024 implementation), replacement of the 30+ year parish hall chairs, class room sump pump (facility reserve), painting/repair of the Zabriskie classrooms, complete sexton closet renovation, and finishing the Memorial Garden planting.

Finally, I would like to thank **Laura Snow**, who has served as our Assistant Treasurer throughout my term as Treasurer. I would not have been able to do this job without her wisdom and counsel.

I would be happy to answer any questions that anyone may have.



Tom Hewson
Treasurer

	2023 Budget	2022 Budget	2022 Actual	2021 Budget	2020 Budget
Income	\$ 835,600	\$ 900,813	\$ 745,658	\$ 802,085	\$ 848,400
Pledges & Contributions	\$ 724,200	\$ 754,500	\$ 682,570	\$ 709,750	\$ 752,000
Rental Income	\$ 67,386	\$ 65,085	\$ 65,418	\$ 51,020	\$ 64,740
Other	\$ 44,014	\$ 81,228	\$ (2,330)	\$ 41,315	\$ 31,660
Expenses	\$ 790,676	\$ 863,222	\$ 848,971	\$ 769,486	\$ 798,643
Salaries & Benefits	\$ 449,578	\$ 488,062	\$ 475,180	\$ 468,221	\$ 446,812
Administration	\$ 138,943	\$ 170,110	\$ 176,019	\$ 146,800	\$ 150,600
Facilities	\$ 106,430	\$ 117,550	\$ 129,185	\$ 105,555	\$ 124,410
Programs	\$ 95,724	\$ 87,500	\$ 68,587	\$ 48,910	\$ 77,070
Net	\$ 44,925	\$ 37,591	\$ (103,313)	\$ 32,599	\$ 49,757
Capital	\$ 37,500	\$ 65,898	\$ 65,898	\$ 39,000	\$ 23,500
Cash Flow Net	\$ 7,425	\$ (28,306)	\$ (169,211)	\$ (6,401)	\$ 26,257

THE IMMANUEL CHURCH-ON-THE-HILL TRUST FUND

BOARD OF TRUSTEES REPORT TO THE PARISH

January 30, 2022

Introduction to Immanuel's Trust Fund and Zabriskie Society

In 2016, the Immanuel's Vestry established the Immanuel Church-on-the-Hill Trust Fund (Trust Fund) to consolidate trust funds created in previous decades by the generosity and bold vision of many parishioners who planned and left legacy gifts to Immanuel. Our parish continues to be blessed by the resources of its Trust Fund.

Immanuel's Trust Fund enables the Parish to fulfill its mission to the greatest extent possible by developing ministries beyond what is possible through Immanuel's annual operating budget. The Trust Fund encourages, receives, and faithfully administers planned gifts as expressed by the donor and in keeping with the Canons of the Episcopal Church, the Diocese of Virginia, and the policies of the Parish.

Parishioners and families can make planned gifts to the Trust Fund that will help ensure a vibrant future for Immanuel's mission and ministry over many years to come. Immanuel's Zabriskie Society recognizes those parishioners who make a decision to leave a legacy gift to Immanuel.

Zabriskie Society members have planned and made gifts of all sizes – both large and small and everything in between. There is no minimum gift amount required to designate a future gift and become a member of Immanuel's Zabriskie Society.

Planned gifts to Immanuel are for anyone who wants a meaningful way to continue to support Immanuel into its future. Immanuel is blessed by all parishioners who prayerfully consider their commitment and support to Immanuel's strong future through a planned gift.

The Immanuel Church-on-the-Hill Trust Fund

Immanuel's Trust Fund consists of three sub-funds each with its separate and defining policies and mission.

1. The **Endowment** Sub-Fund is a "True Endowment" which holds funds in perpetuity. The annual spending policy permits distributions limited to 3 to 5 percent of a rolling twenty quarter average fund value for maintenance of the rectory, chapel, 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. Expenditure of the corpus will require a two-thirds vote of the Vestry at two consecutive meetings. Corpus and available annual income used by the Parish, subject to any applicable donor restrictions, may be for general fund use, 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 for the maintenance, enhancement, and development of the existing memorial garden at the Zabriskie Parish.

Board of Trustees and its Role

A nine-member Board of Trustees, appointed by the Vestry for staggered terms of three years, oversees management of the invested funds and monitors distributions to ensure compliance with the Fund purpose, spending rules and distribution policies. The Trust Fund is invested with 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. The TOTF is advised in its management by LCG Associates, a financial management firm located in Atlanta, GA. The Immanuel Board of Trustees meets quarterly to review the Trust Fund’s performance and discuss other matters under its purview.

The Board of Trustees has two primary responsibilities in overseeing the management of invested funds:

1. The financial management objective for the Trustees is to preserve and enhance the Trust Funds’ real, inflation-adjusted purchasing power while also providing a steady and consistent spending stream in support of the respective missions of the Church.
2. The Board helps to advance Immanuel’s Zabriskie Society, the parish’s Planned Giving program. The Board advocates for this comprehensive planned giving program to educate parishioners and encourage gifts, grants, bequests, and other legacy gifts to ensure Immanuel’s strong future.

The current Board of Trustees includes the following members

Serving through December 2022

Kerry Kelly Wade, Chair
Steve Brown
Gerry Anderson (retired Q3 2022)

Serving through December 2023

James Clausen
Wilton Corkern (filling Carla Murray’s term)
Chandley McDonald

Serving through December 2024

Sujatha Augustine
Douglas Henry, Secretary
Danette Gentile Kauffman

Serving through December 2025

Thomas Brown
Jennifer Greiner
Kathryn Haskin

2022 Trust Fund Disbursements

The Trustees voted to approve a disbursement from the Trust Funds of a maximum of 5% of the total market value of the Fund based on a rolling average of 20 quarters ending as of September 20, 2021. The total disbursement was \$40,804. (\$21,589 from the Endowment Fund; \$14,592 from the Callaway Fund; and \$4,623 from the Memorial Garden Fund.)

Gifts to Immanuel's Trust Fund in 2022

Immanuel Church-on-the Hill received a Planned Gift of Stock from the estate of Jane Temoshok which was deposited in the Callaway Fund. We give thanks for the devotion and generosity of Jane Temoshok in making this Planned Gift.

Immanuel Trust Fund Activity and Value in 2022

The financial markets in 2022 were difficult for all investors. Investors in blended portfolios, such as the ToTF Balanced Portfolio where Immanuel has its reserves invested, experienced the second worst return in the last forty-five years. Despite the market downturn in 2022, the ten-year market performance is still exceptionally high.

- As of December 31, 2021, the Trust Fund balance was \$1,250,230.
- Net losses from investments with the TOTF for the year were \$185,941.
- As of December 31, 2022, the total value of the Immanuel Church-on-the-Hill Trust Fund is \$1,023,485.

Board of Trustees Recommendation

The Board of Trustees wishes to express its confidence that Immanuel Church-on-the-Hill would significantly benefit by establishing a Capital Reserves Fund, separate from Immanuel's annual operating budget or operational reserves fund, to meet expected and unexpected needs of the parish for major maintenance, replacement, and repairs to the buildings and grounds. This Capital Reserves Fund would have written policies and procedures to define its uses, governance, and other related matters.

We recommend that the Finance Committee and Vestry address this need and implement a plan to establish and fund Immanuel's Capital Reserves Fund for the ongoing well-being of the parish and the continued strength of its Endowment Trust Fund.

Respectfully submitted,

Kerry Kelly Wade, Chairperson
Douglas Henry, Secretary
Sujatha Augustine
Steve Brown
James Clausen
Wilton Corkern
Danette Gentile Kauffman
Chandley McDonald

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
Dick and Danie Barrows
Alice and Andrew Biache, Jr.
Eugenie Bradford †
Tom and Sally Guy Brown
Patrick Callaway
Hugh and Jan Campbell
Jamie and Kathy Conrad
Wilton and *Mary Bruce Corkern*
George and Barbara Currie
Harold Daveler
Elaine F. Davies
Natalie Doyle-Hennin
Effie Dunstan
Elizabeth Eckert
Waide Egener and Mary Ann Sutherland
Sam and Paul Faeth
Mark Fearer
Margaret Fogarty
James and Catherine Fort
Denise Freeland and Paul Smyth
William and Lisa Frye
Allison Gibson
Susan Gilbertson
Rebecca Graham
Jean Haberland
Margaret (Peggy) Harris
Douglas D. Henry
Tom and Debbie Hewson
Richard and Kathleen Hobson
Ethel Hoffman
Carolyn Huebner
Sue Hurn
Doug and Wendy John
Ginny Johnstone
Danette (Dani) Gentile Kauffman
Dan and Nancy Kelly
Tom and Roz Kerns
Felicia Klatt

Suzanne Lamb
Ken and Chandley McDonald
John and Ruth McQuesten
Martha Manson
Fred and Margaret Moring
Virginia Morse
Bruce and Cynthia Morton
Martha Osborne
Helen Paulson
Janet and Michael Pawlukiewicz
Gordon Peyton Jr.
David A. Pichette
Beth Pruet
Marcus Rarick
Mary Ann Rehnke
Stefanie Reponen
Rollin Anthony and Patricia Dane Rogers
Julian Saunders
Geoff and Barbara Scheffer
Catherine Sinclair
Phil and Barbara Smith
John and Louisa Smucker
James and Laura Snow
Agnes L. Soos
George Steuart
Carlton and Margaret Stockton
Richard and Norma Taliaferro
Jane Tavernier
Rosalie Taylor §
David Temoshok
Jane Temoshok
Henry Alexander and Roberta Shaw Thomas
Richard Thomsen
John von Senden and Kyrah Drasheff
Kerry Kelly Wade
The Rev. Steven and Molly Wade
Charlotte Walkup
Carrington and Doreen Williams
Alma Yopp
Phyllis G. Young

Italics identify deceased members of the Zabriskie Society

January 21, 2023

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

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

CLERGY AND STAFF

The Rev. J. Randolph Alexander, Jr. (ralexander@icoh.net) Rector
 The Rev. Susan D. Parsons (sparsons@icoh.net) Associate Rector
 Dr. Jane Tavernier (jtavernier@icoh.net) Director of Music
 Janettarose Greene (JGreene@vts.edu) Seminarian
 Tom Hewson (thewson@icoh.net) Treasurer
 Sughra Bakhtiari (sbakhtiari@icoh.net) Bookkeeper
 Aleta Y. Powell (apowell@icoh.net) Parish Administrator
 Tamika Martin (tmartin@vts.edu) Audio Visual Technician
 Gilma Balcarcel Nursery Coordinator
 Stuart Dahlinger Sexton

THE VESTRY

Darrell Wilson Senior Warden
 Kristi Kubista-Hovis Junior Warden: Administration
 Shawn Whitman Junior Warden: Building and Grounds, Creation Care Committees
 David Atwood Adult Formation and Discipleship, Social Justice
 Brad Ashton Stewardship and Planned Giving
 Mollie Lambert Outreach
 Kathy Lloyd Senior Ministry
 Brooke Roberts Communications
 Phyllis Sims Evangelism and New Members
 Julie Bruns Pastoral Care
 Gabriella Young-Smith Youth Representative (nonvoting member)

PRIESTS ASSOCIATE

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

RECTOR EMERITA

The Rev. Dr. Margaret Ann (Sam) Faeth

SCHEDULE OF SUNDAY WORSHIP SERVICES

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

10:00 a.m. Children’s Chapel, Side Oratory Chapel
 inside of Immanuel Chapel

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

Online

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

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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