

IMMANUEL CHURCH-ON-THE-HILL

2016 Annual Report



To be presented at the
Annual Parish Meeting
Sunday, January 22, 2017

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IMMANUEL CHURCH-ON-THE-HILL
ALEXANDRIA, VIRGINIA

ANNUAL PARISH MEETING
SUNDAY, JANUARY 22, 2017

AGENDA

Hymn 525 “The Church’s one foundation”

Aurelia

Invocation and Welcome

The Rev. Randolph Alexander

Approval of 2016 Annual Meeting Minutes

Caroline Bergmark, Register

Vestry Election

Thank You to Outgoing Vestry Members

Clergy and Staff Reports

The Rev. Randolph Alexander, Rector

John Hogg, Director of Children, Youth and Family Ministry

Dr. Jane Tavernier, Music Director

Warden Reports

Senior Warden

Junior Warden

Doug Onley

Tom Hewson

Vestry Steward Reports

Worship

Outreach

Resources

Children and Youth Ministry

Adult Formation and Discipleship

Senior Ministry

Hospitality

Newcomers and Evangelism

Communications

Stewardship

Treasurer’s Report

Susan Gilbertson

Congregational Comments

Grace and Gratitude

Closing Prayer

The Rev. David Crosby

Minutes of the 2016 Annual Meeting

Invocation and Welcome. The Reverend Randy Alexander, Rector, opened the meeting with a welcome and invocation in the Parish Hall, followed by the congregation singing Hymn 525, “The Church’s One Foundation.” The Rector called the meeting to order at 9:23 a.m., and expressed gratitude to Jennifer Addington and Sara Fein for assembling the Annual Meeting reports.

The Senior Warden, Sara Fein, determined and announced a quorum (required to be 10 percent or more of adult confirmed communicants).

Mrs. Caroline Bergmark served as Register for this meeting. Mr. Jim Snow served as parliamentarian.

Approval of 2015 Annual Meeting Minutes. Mr. Ken Macdonald made a motion to approve the Minutes of the 2015 Annual Meeting, The motion was seconded and meeting participants unanimously approved the Minutes of the 2015 Annual Meeting.

Vestry Election. The four outgoing vestry members were the judges for vestry elections; the judges appointed were Rick Glassco, Martha Manson, and Hance Haney. Sudie McGahuey was absent due to a prior commitment. The Reverend Randy Alexander thanked the five candidates standing for vestry: John Bednar, Janice Corbett, Jeannie Cummins Eisenhour, Dorothy Kellogg and Bill Kilpatrick. Under normal circumstances, four positions would be filled, each for a term of three years. However, five candidates were needed to fill the positions of four retiring Vestry members and the unexpired term held by Martha Sedgwick.

Caroline Bergmark made a motion to approve the five candidates for the five vacant seats for the 2016 Vestry. The motion was seconded, and approved by unanimous voice vote of all present. (Dorothy Kellogg was subsequently selected by drawing straws to finish the remaining two (2) years of the Vestry position left vacant by Martha Sedgwick’s resignation.) The Rector noted that the parish’s role does not end with electing the vestry members, but to support and pray for all the vestry members.

Thank you to Outgoing Vestry Members. The Rector expressed his thanks to the outgoing Vestry members: Sara Fein, Martha Manson, Rick Glassco, Sudie McGahuey, and Martha Sedgwick.

Clergy and Staff Reports. The Reverend Randy Alexander deferred to his written report and to his sermon today. He thanked the Rev. David Crosby for his service as Associate Rector.

The Associate Rector, the Reverend David Crosby, deferred to his written report. He introduced our new seminarian, Pilar Padrón, and announced that Roz Kerns had agreed to be chair of Pilar’s lay committee.

John Hogg, Director of Children, Youth, and Family Ministries, deferred to his written report. John noted this has been an extraordinary year for him and his family. 2016 is nothing but excitement ahead of us.

Mrs. Laura Snow asked about the Vacation Bible School. John Hogg responded that the goal is to build a seed of a Bible School. This will be a three-day event that begins on a Friday afternoon. The event will focus on a single story and include multiple facets to explore the story.

The Rector introduced Dr. Jane Tavernier, who is in her 6th year as Director of Music. The Rector thanked her for her spiritual contribution. Jane said she has never found a more spiritual parish. She enjoys having a dedicated choir and is honored to be the Music Director. Her goal is to use music to strengthen our relationship with God.

Warden Reports. Senior Warden Sara Fein deferred to her report. Sara thanked the parish for allowing her to serve on vestry and as Senior Warden. She recommended anyone who is interested in being more involved to consider

serving on vestry. It is a wonderful way to have insight into the church and learn more, and to be a part of the plans. She shared her awe of the people's dedication and sharing of their talents. Sara is truly grateful to be able to see that first-hand.

The Reverend Randy Alexander thanked Sara Fein for her superb job as Senior Warden.

Junior Warden Doug Onley deferred to his written report and encouraged people to review the report regarding the Capital Campaign. Doug shared his gratitude for the parishioners who responded to the three water intrusions this year. Doug expressed that it has been a pleasure to serve as Junior Warden and he is looking forward to 2016.

The Rector explained that vestry members oversee the individual Steward areas and he referenced the reports in the Annual Meeting booklet. He thanked the vestry members for their work and for their reports.

Treasurer's Report. The Rector introduced Treasurer Susan Gilbertson and thanked her for all of her work. She deferred to her report and the highlights of the 2015 actual expenses and the 2016 budget. Susan noted that the books are not yet closed for 2015. She mentioned that the report includes details on Immanuel's three investment funds.

The Treasurer asked for a round of applause for our parish for the large amount of Outreach Funds that Immanuel Church-on-the-Hill raises and distributes. Susan also noted the upcoming busy year, specifically noting the 75th anniversary celebrations.

The Rector thanked Susan again. He noted that the Treasurer position is not a life-long position. Immanuel is looking for a Treasurer successor this summer. He reminded the gathering that we have been blessed with past treasurers Hugh Campbell, Marcus Rarick, and currently Susan Gilbertson. He encouraged any who have some experience with numbers or finances (you don't have to be CPA), or if you feel some nudging there – to pray on it and meet with him.

One highlight for the 2016 budget is that our pledge total assumes a gap for 2016. We are a few thousand short of what is in the budget. There are lots of new people among us, and people among us who do not pledge. This is a spiritual challenge. Reverend Randy said to give thanks for what God has already done for us. He said to ask, "How we are called to invest in our local parish community." Reverend Randy said this is not a guilt induction – but an encouragement.

Everett Post voiced a reminder about an upcoming Forum hour on Feb 7 with The Reverend Dr. J. Barney Hawkins, IV. Dr. Hawkins finished cancer treatments recently and is back at work. Everett asked everyone to keep Barney in our prayers.

The Reverend Randy Alexander opened the floor for comments and questions from the congregation.

Congregational Comments:

Wendy John stated that we all owe Marcus Rarick a big thank you for his volunteer work as Treasurer. Marcus received a standing ovation from the congregation.

Martha Manson asked about the Amazon link on the website. Treasurer Susan Gilbertson explained that when you want to buy on Amazon to go to the icoh.net website and use the link to Amazon. You shop like normal and a proceed goes to Immanuel. It is considered as advertising for Amazon, but doesn't cost extra.

The Rev. William Dols, Rector Emeriti, asked a follow up question for the Amazon link, asking what happens if you return the items? Susan confirmed that Immanuel loses the money on returned goods.

Dick Hobson asked with regards to the 75th Anniversary, when Immanuel Church-on-the-Hill officially started. Dick thought it started in 1935, not 1941. Dick was here from the beginning. The Rector confirmed that 1941 is the official founding year, but also confirmed that for years, or even decades, that there were gatherings of worship on the seminary grounds by the faculty – and increasingly from the neighborhood prior to 1941. But the official founding is recorded as 1941.

Lisa Frye asked the attendees to raise a hand if they had already noted the Annual Parish Retreat to Shrine Mont on Memorial Day Weekend. Many hands were raised. The Rector noted that 165 people attended in 2015, and expressed thanks to Lisa Frye, who coordinates the Annual Retreat to Shrine Mont.

Tom Kerns asked about the survey on the two chapels and when would the parish learn the results. The Reverend Randy Alexander stated that the survey committee is tabulating the responses. The survey questions are open text and it is labor intensive to assemble the responses. There will be a report as well a Forum Hour to discuss the survey. Rosi Stewart, Vestry Steward of Worship and Chair of the Survey Committee noted that we received 200 surveys. The Rector reminded the parish that the second survey would be available in May 2016.

The Rev. John R. Smucker, Priest Associate, referred to the report for the Vestry Steward area of Hospitality and mentioned that Connie Kurz has spearheaded all of the meals. John said that we should consider a replacement and that Connie can't do it forever.

Susan Post asked to learn more about the experiment of the two chapels. She asked what has been Reverend Randy's experience and challenges. Susan expressed gratitude to Rosi Stewart, Vestry Steward of Worship, for all that she has done. Reverend Randy replied that to get into any depth of that answer is beyond the scope for time for today's meeting.

The Rector stated that having the two chapels is a unique challenge and opportunity, and a source of blessing. He shared that most parishes only have one place of worship – and any change to that one place can be quite upsetting. Our parish is extremely flexible. We are able to worship anywhere. As one survey respondent stated “We are Immanuel, no matter where we are”. The Rector reflected that one particular blessing is “the bringing of what felt like two separate parishes, one up the hill and one down the hill” together. He expressed that we all want to keep that togetherness.

The Rector continued with comments on the experiment by saying he is excited for the 2016 schedule of having an 8 AM and 10:30 AM Sunday service and using the Parish Hall for forums. Fr. Randy noted the trial of turning the Altar at Immanuel Chapel to face the narthex. We are trying new things. We are all called to ask what God wants us to do– not just what is easy, or what we have done in the past. He said he hopes people have noticed other changes already. The work with acoustics, like new microphones, is showing progress. And Immanuel and VTS are bringing in a professional acoustician who worked on the National Cathedral. He reminded us that this is a work in progress.

The Rev. Patricia Alexander, Priest Associate, asked about the Sunday evening service. The Rector shared a hope for a Sunday evening service, with the partnership of the seminary. He said there is a lot of interest with the parish and the seminary. We can explore different lighting, different music, and use Immanuel's Priests Associate.

Tony Christino asked about the covenant with the seminary, saying that there are rumors that we are pressured to use Immanuel Chapel. The Rector replied that there is no pressure. The covenant states that Immanuel will worship there “regularly.” Sara Fein added that she helped write the covenant and it does not specifically note a day or frequency. The language of regular worship is intentionally vague. Reverend Randy noted that seminary has asked that the chapel not be vacant on the Lord's Day. Reverend Randy stated that he wants this to be very clear that there has been no pressure from the seminary. There has only been graciousness and the desire to work with us. The covenant is a partnership and not a parent and child relationship. We are joined together in ministry.

Pierre Shostal expressed thanks for the work by Jim Snow, Jamie Conrad, and Jim Wise with the work of Outreach. Pierre gave thanks for John von Senden's leadership role with the pumpkin patch. Pierre asked for a round of applause.

The Rev. Dr. Francis H. Wade, Priest Associate, expressed thanks to the Reverend Randy Alexander for his leadership and work.

The Reverend Randy Alexander expressed thanks to all of our Priests Associate, for their time, talent, and faith.

The Rector adjourned the Annual Meeting with a prayer at 10:15 a.m.

Respectfully submitted,

Caroline Bergmark
Register

Parish Milestones 2016

Baptisms

Matthew Edmund Whelpley
James Ernest Hennigan
Aria Camila Enright
Lillian Mae Eckel
Lauren Elizabeth Whitman
Katherine Phillips Whitman
Avery Grace McCaslin
Madeline Mary Ehredt
Will Charles James Ehredt
Anna Judith Akins
Mason Burnett Woodward
Aline Marie Anderson
Katherine Fraites Roberts (VTS)
Lana Maria Rustigan Lewis
Campbell James Groth
Ethan James Rodriguez
Jay Sheldon Fein
Cara Faith John
Everett Levy Enright

Transfers In

John W. (Bill) Gordon
Armstrong Matthew Robinson

Confirmations/Receptions

Jeanette Cummins Eisenhour
Adeline Maria Biache
Priscilla Elizabeth Houck
Lila McClear Greiner
Henry Wade Greiner
Samantha Engelke Ros
Corey Robert Wargo-Bergmark
Benjamin Leonard Wilson

Marriages

Kyle Thomas Martindale and Patricia Lauren Zuniga
Andrew Carter Chalmers and Sagheer Bin Faiz

Transfers Out or Moved Away

Steve Billingsley
Robert and Mary Beth Bates
Marlene Baxley Cadmen
Andrew Drennon

Deaths/Burials in Memorial Garden

Kay Larson Neer
Felicia (Fay) King Klatt+
James Elwin Martin
Keith Dooley McDonald
Jay Sheldon Fein+
Roger St. Clair Desir (Haiti)

+Buried in the Immanuel Memorial Garden

Newcomers not yet joined, but active and welcome

Amy and Bill Bertles
Morgan and Julian Doe
David, Madeline, Natalie, and Will Ehredt
Aria, Erika, and Jeremy Enright
Jane Flinn
Bill Gordon
Paul Lartey
Elise Lein
Harriet McCune
Kendrah, Maegan Ray, and Robert McDonald
Jit, Lawrence, and Rafiki Mwethuku
Tarina Keene
Jason Osborn
Peggy Patterson
Armstrong, Meredith and Army Robinson
Loriann Rustigan
Gretchen Thompson
Katherine, Kristin, Lauren, and Shawn Whitman
Even, Jake, Kathleen and Sean Williams

Clergy and Staff Reports

Rector's Report

"They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds^[1] to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home^[2] and ate their food with glad and generous^[3] hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved" (Acts 2:42-47).

Dear Members and Friends of Immanuel,

AD 2016. *Anno Domini, the year of our Lord 2016.* We just experienced, as a parish, another year of our Lord, another year of grace, another year of God's love showered upon us. During this year we experienced many of the hallmarks of Christian community, including some of the descriptors applied to our ancient forbears in the Christian community in the Book of Acts. We prayed and celebrated the liturgical cycle, we experienced Baptisms (almost 20!), weddings, funerals, confirmations, prayers for healing, prayers of confession, prayers of thanksgiving, grand hymns and choral anthems, ministry to the poor and those in need, welcome of the newcomer and the visitor, giving of our time, talent, and treasure for the spread of God's Kingdom, preaching, teaching, retreats, and forums about what God is up to in our lives right now, and moments of rich fellowship and hospitality. I know that was a run-on sentence, but no wonder, as it is hard to begin to write any sort of report about it! In our unique, local parish life we lived the pumpkin patch, as hundreds of people served to raise the funds that we might appropriate over \$64,000 in outreach in the coming year. The parish retreat at Shrine Mont gathered over 160 people, we gave gifts to hundreds of children through Christmas Families, we welcomed many seekers and celebrated our newcomers with a wonderful reception, and I could go on and on.

This is the 75th anniversary of the official founding of Immanuel, and we are trying to remember and give thanks for the heritage we share and upon which we build, while also asking God to equip us for new dreams and new possibilities. I am grateful to Connie Kurz, who spearheaded the first 6 months of our anniversary celebration last year, and Dorothy Kellogg, who picked up the baton and is coordinating the remainder of our anniversary celebrations, including several events in 2017. I am grateful to the former Rectors who will be returning to grace us with their presence as part of this observance.

Perhaps the largest new endeavor for us of late has been engaging, moving into, and discerning our patterns of use of the new Immanuel Chapel. This was a major event in the life of our parish, and it required and deserved our time, attention, and prayerful engagement. We entered into a lived experiment of different patterns of use of our two chapels, and I believe we have settled upon patterns that draw upon the strengths of both chapels, while compensating as much as possible for the weaknesses of each. I believe we are clearly one united parish that worships in two locations (or even more, if you include Mass-on-the-Grass and Shrine Mont!).

Like moving into a new house, there were challenges in moving into Immanuel Chapel. Acoustics were a major concern. I am happy to say that most folks now say those have improved. We also pressed the Seminary for an acoustics specialist, who was engaged and has outlined a series of options to make the sound even better. Some also complained that the Chapel was a bit plain, or bare. New stained-glass windows will be installed in the currently-open, round spaces of the inner wall. Others missed a prominent cross in the new space. Thanks to the gift of a parish family and the artistic skill of architect Tom Kerns from the parish, beautiful new crosses for both chapels were fashioned from

salvaged wood and stained glass of the old Immanuel Chapel. Likewise, new identical signs were placed in front of both chapels, clearly saying that the parish is in full residence in both. We will continue, I'm sure, to fine-tune our schedule and usage patterns, but I am so grateful for the spirit in which we have engaged the process. I must give special thanks to Rosi Urbine, our Vestry steward for worship, and to all of those who serve in our worship (some 185, by the most recent count I saw).

We also saw continued work on Zabriskie Chapel to avoid our repeated challenge of flooding. Led by John Bednar, Vestry resources steward, and the facilities committee, these water remediation efforts seem to be paying off: there was no flooding in Zabriskie during 2016.

We began to engage a new ministry possibility this year with the Kenyan community in our local area, led by a new Priest Associate of the parish, the Rev. Peter Gachira. You will hear much more about this initiative in the coming year. We are also beginning a trial Sunday evening Eucharist, sponsored along with the Seminary and Episcopal High School, starting in February. Our Senior Ministry continued and deepened, along with more offerings for children and youth, including our new monthly Children's Eucharist and our monthly Family Night.

There remains more work to do in the whole area of Stewardship, particularly financial stewardship. While we are zeroing in on our pledge goal of \$585,000 for 2017, there are still many members of our parish who do not pledge towards the parish's support. We need to figure out, as best we can, why this is so, and how to invite these folks to deeper levels of investment in our communal life and to a more intentional process of thanking God for blessings so freely bestowed.

I thank our talented and faithful staff: Fr. David Crosby, Associate Rector; Dr. Jane Tavernier, Director of Music; Jennifer Addington, Parish Administrator; John Hogg, Director of Children, Youth, and Family Ministry; Stuart Dahlinger, Sexton; Gilma Balcarcel, our nursery coordinator; and Lisa Schwendenmann, our bookkeeper. We also welcomed a new seminarian, Halim Shukair, and a returning one, Pilar Padron. We saw two of our seminarians, Kyle Martindale and Rachel Shows, graduate, marry (other people), and be ordained. I also thank all of our Priests Associate, who give of their time and their wisdom and experience towards God's glory and our life together.

We were also blessed with a Vestry who got along, liked each other, and knew how to get things done. I do not take those blessings for granted for a second. We all need to thank those rotating off the Vestry for their service: Caroline Bergmark, Rosi Urbine, Eileen Monnin-Kirby, and Doug Onley. I thank Tom Hewson and Doug Onley, who served as Junior and Senior Warden, respectively. Doug has served amazingly as our Senior Warden. He has been a smart, thoughtful, and supportive presence to me and to so many others, and I am immensely grateful to him for his ministry. We are already finding new things for him to do post-Vestry!

I also thank Sue Gilbertson as she completes her service as parish Treasurer. Sue has served tirelessly and faithfully, working all day on most Fridays as she oversaw the parish's finances. Like most parish positions, the Treasurer's position is a labor of love. I now welcome Laura Snow, with deep gratitude, into the Treasurer's position.

As I say, I could go on and on, but there are miles to go before we sleep, to quote freely from Robert Frost. Thank you all, and may God bless Immanuel Church-on-the-Hill, in this time and in this part of the Kingdom.

Respectfully submitted,

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

Children, Youth, and Family Ministry Director's Report

As the Director of Children, Youth, and Family Ministry at Immanuel Church-on-the Hill, I seek to discern the will of the clergy, the vestry and the congregation in regards to the various family ministries needed and offered. In addition, I hope to provide effective leadership and overall coordination of the relevant programs and activities. I am guided by the CYF Committee (see the CYF vestry steward report), and by the comments and suggestions that I welcome from you. The result has been an exciting and proactive CYF ministry, the highlights of which are included in the vestry steward report. This past year has helped to shape an expanded vision for CYF ministries including specific program enhancements modifications and anticipated activities that come from an evolving understanding of our goals and desires.

Holding to our Episcopal traditions and our baptismal vows (Will you who witness these vows do all in your power to support these persons in their life in Christ), we here at Immanuel Church maintain the view that through their voice, body and spirit our children and youth are all equal members of the Christian community. We are all of one body of Christ, and it is a congregational as well as a personal responsibility to encourage our children and youth to seek and grow in their relationship with Christ. We strive to guide and nurture their relationship with God through our own actions and with the dedication of our own time, talent and treasure.

Building upon these concepts, a planning framework established in 2014 and from the directives provided in a congregational planning meeting held on June 5 2016, the CYF ministry strives to provide for the following objectives:

- a graduated approach to Christian formation, including those with infants, maintaining involvement through a natural sequence of programs for children and youth, including weekly Sunday School, Godly Play, and regular EYC activities;
- opportunities for families to worship together (i.e. children's programs that are not held during worship time), particularly opportunities for fellowship and prayer;
- an active Episcopal Youth Community (EYC), including community service activities, occasional opportunities for a mission trip and a regular program of fellowship;
- acolyte training and coordination;
- sacramental and liturgical season-related activities, including preparation for baptism and confirmation (for example, confirmation classes, the Easter egg hunt and Advent wreath-making);
- an increase in youth-oriented worship offerings that include youth assigned leadership roles, through close collaboration with the worship steward;
- a pastoral plan for teacher development and leadership, as well as an ongoing review of the curriculum;
- periodic Instructed Eucharist geared towards children and those new to the Episcopal tradition;
- offerings during the summer, such as Vacation Bible School when feasible
- nursery care during the later morning worship services and special occasions.
- offering a Children's Chapel at a later service time.
- Providing routine children's choir

In last year's CYF Annual Report I concluded my portion by expressing my excitement for the approaching 2016 year. I was not let down nor surprised that we did indeed have a wonderful and

blessed year. We tried new things, strengthened existing programs and continued to energize this growing ministry. I am frequently amazed and feel blessed by the open and continuous joy we share when in each other's company. Therefore, on a personal note, I would like to acknowledge the extraordinary efforts and enthusiasm of so many of our fellow parishioners. I would like to thank in particular Jennifer Addington, our Parish Administrator, and Brooke Roberts for all of their incredible administrative support. I especially want to thank all of our Sunday School teachers, Godly Play story tellers, EYC advisors and our youth leadership. Their ministry and passionate service to the children, youth and families of Immanuel is helping to forever shape and improve the future of our church. In addition, there have been a number of individuals who have offered the notable gift of their time and service in various ways. They include John Bednar for his countless and limitless help in more ways than can be counted. Under the umbrella of the newly created Family Nights and Children's Eucharist, I want to thank everyone who has helped to organize or lead these areas, especially Linda Serabian, Rosi Urbine and Eileen Monnin-Kirby.

For the various special gatherings and events I want to recognize the amazing efforts of Diana and Paul Beckman, Caroline Bergmark, Franc and Rebecca Cooper, Carrie and Tom Cuddy, Mike Eaton, Hartley Hobson, Doug Onley, Francine Wargo, Kevin Wensing, Martha Shimkin, Phyllis Sims and many more for their time and dedication to the CYF ministries. In addition, I wish to convey my deep gratitude to Kyrach Drasheff, Roz Kerns, Katherine Mass and Dr. Jane Tavernier for their guidance and leadership of the newly reformed Angels Choir. Last but not certainly least, I want to thank our clergy and our vestry steward for the CYF Ministry, Eileen Monnin-Kirby. The invaluable insights and support of Reverend Alexander and Reverend Crosby have been instrumental in guiding the direction of the CYF ministries. Eileen's dedication, passion and endless energy has been a source of inspiration for me and a real testament to a level of ministry we can all seek to achieve in our service to others and to God.

2017 Plans

Children's Programs

The newly developed Children's Eucharist offered monthly and geared towards children is a spectacular way to share that sacred element of our worship with our children. The warm reception this new service has received from the children and their families to date has encouraged us to continue this ministry throughout the 2017 year.

I am thankful for the incredible gifts that Godly Play and Sunday School ministries offer our children and it is a real blessing to watch the energy and passion of all involved. However, if there is one area in our children's programs that could benefit from the same support and passion it may be in the area of the Children's Chapel. This is offered during the 11:15 service in the small chapel adjacent to the main worship space. Chapel begins at the start of the service and concludes at the passing of the peace when children will return in time for the Eucharist. This ministry seeks to meet the desires expressed in our June meeting and invites those families that need a later service on Sundays to join us. Children's Chapel aims to provide an additional approach to worship that meets children where they are as they need it on any given Sunday. Anyone is invited to attend and or volunteer their support.

We also hope to schedule another Instructional Eucharist sometime in late spring or early summer of 2017. We are actively seeking avenues of ministry to offer throughout the summer that will include offering another opportunity for Vacation Bible School partnered again with Grace Church and Christ Church.

Youth

The Episcopal Youth Community (EYC) will focus again this year on gathering, growing and serving together with a view toward deepening our faith in God. The EYC will focus on bringing out the aspects of strengthening a youth community instead of a youth group. A group comes together periodically for one reason or another, whereas a community creates bonds and relationships of mutual support that carry far beyond an occasional gathering. To continue building our youth community, we will again offer many fantastic opportunities for fun, fellowship, service and worship throughout the year. EYC has benefitted greatly from the counsel of Andy Biache, Chrissie Crosby, Rev. David Crosby, Kyrrah Drasheff, Jeannie Cummins Eisenhower and Jim Kurz, who all serve tirelessly and enthusiastically to make this all possible. This year we were also excited to create a core of youth leadership. It is our hopes that in time the youth leadership will take the lead in creating, planning and conducting the various EYC events. I am grateful that we currently have an incredible collection of youth leaders that are working hard to build the very foundation of new youth leadership at Immanuel. They are Addie Biache, Lily Clausen, Thomas Cuddy, Maddie Eaton, Amanda Eisenhower and Phoebe LaMountain.

The spring semester will be another full schedule of events and we plan for multiple service days, youth dinners, Parish Youth Ministry (PYM) weekends at Shrine Mont, another EYC barbeque and more. In the spirit of fellowship, friends are always welcome at these events.

I am personally excited to say that we will be continuing to form family fellowship, foster EYC leadership and direct considerable attention to the abilities and formation of our youth.

Drawing upon a plan initially conceived last year, the CYF ministry continues to provide a forum for parents to address the current demands placed on children and teenagers. The reality among our youth today is that they generally spend more time with friends and on social media than they do with parents or mentors. This has been discussed and addressed at past Family Nights and special event and it is our hope to create a viable program that is pastorally geared towards nurturing the bond between parents and teenagers. Ideally it will be led by a guest or diocesan staff with relevant expertise at a time convenient to a majority of parents of teens. Plans for achieving this are evolving and underway with the hopes to offer the first of this type of forum in August or September of 2017. I also want to make a special note of recognition for Emma Cuddy who volunteered the gifts of her time to once again represent Immanuel as a youth delegate for Region IV at the Diocesan Council this January. This is a unique opportunity for Emma as well as for the congregation of Immanuel.

With a view toward optimizing both Immanuel's resources targeted for youth support and opportunities to strengthen ties between our Immanuel and other Diocesan youth, it is proposed that the Youth Mission Trip this year again join the Diocesan Mission trip to Philadelphia in July. This was a rich and meaningful experience for our youth last year.

Families

The Family Nights that evolved from the Family Compline will continue through the year on a monthly basis. It is my hope that these fellowship opportunities will become a routine that is not only eagerly anticipated but also helps to open a way for parishioners to begin introducing friends and neighbors from the surrounding community to our congregation.

In addition to Family Nights and the Children's Eucharist we will continue to offer the Advent Wreath Making Workshop as well as some additional opportunities based on the liturgical season. These will include children's services for Ash Wednesday and Good Friday and a Lenten based workshop that is in the process of being developed.

Looking ahead into 2017, I cannot help but feel even more excited for our congregation than I did in 2016. The work we have all done is nothing short of amazing and real evidence of the Holy Spirit at work in our community I cannot help but to feel that the Spirit will continue to show itself through our service to others and to God. This is a remarkable parish and I feel blessed to be serving among its members.

Respectfully submitted,

John E. Hogg,
Director of Children, Youth and Family Ministry

Music Director's Report

As Director of Music, I continually give thanks for the dedicated and hardworking volunteer musicians at Immanuel Church-on-the-Hill.

During Lent, Holy Week and Easter, the choir ventured into some both thrilling and challenging music, particularly the offering on Easter Sunday of the opening chorus from Cantata 66 of Johann Sebastian Bach, *Erfreut euch ihr Herzen*, (Rejoice you hearts). This was complemented by strings from the Washington Metropolitan Philharmonic and the brilliant trumpet work of Karl Sweedy from the Air Force Ceremonial Brass. The choir worked diligently to ready this piece for the occasion and it worked wonderfully. The Children's Choir offered some special music on that day as did the Handbell Choir which continues to advance.

I am also grateful for the financial and spiritual support from the clergy and congregation which allows for four accomplished section leaders who greatly enhance our song and worship.

The choir presented a thoughtful and spiritual Advent Lessons and Carols which reflected the joy of the coming birth of Christ.

I am privileged to make music with this wonderful community and give thanks for the talents, spirit and generosity of this congregation.

Kindest regards and blessings,

Jane Tavernier, DMA
Director of Music

Vestry Reports

Senior Warden's Report

The Junior Warden and stewards, having detailed in their reports the concrete church accomplishments in and appropriate reflections on 2016, have freed me up to reflect on the extraordinary and at times hectic past year, which I see in terms of both milestones and ongoing challenges: (1) a return to a stabilizing 3-service model with a mid-morning Eucharist at Zabriskie Chapel but an evident passion for worship in our new space, Immanuel Chapel; (2) an achievable yet ongoing struggle to re-center and expand our Children, Youth and Family offerings; (3) the planned but pricey execution of the Facilities Committee's Stormwater Remediation Plan, which we hope and pray will leave us the victor over our episodic basement flooding; and (4) the welcoming of a new worship group among us, the Kenyan Congregation led by the Rev. Peter Gachira, who, God willing in 2017, will become a part-time associate rector of Immanuel.

"Is the Church Quiet?"

In mid-July, a long-time parishioner with whom I once served on the Vestry asked me a simple question just as I was entering Immanuel Chapel for the 10:30 service: "Is the church quiet?" I had no thoughtful answer, indeed was not sure if "quiet" is a realistic metric for the health or state of affairs of a church. Is our church *ever* quiet? The second parish survey had been completed with no clear direction in terms of the future worship schedule, the Vestry was preparing for mid-year budget cuts, and a vocal minority within the congregation was advocating for us to dump our 2-service "experiment" with the combined service at Immanuel Chapel, which had grown to 150-250 worshippers on any given Sunday. If my former Vestry colleague was asking whether the church was serene or at peace, other than with the Lord, the answer was no. But as I prepare to step down as Senior Warden and notwithstanding some significant challenges ahead for 2017 and beyond – in particular in the area of stewardship and matching expanded CYF programming with growth in the number of children and youth themselves – I would now answer, "Maybe getting quieter. And that's not a bad thing."

One Parish, Two Chapels & the Ghost of a Third

As the Rector commented in his letter last August informing the congregation of the decision to return to three Sunday services for most of the liturgical year, neither Zabriskie nor Immanuel chapel were built or meant to meet all of the parish's needs. Many members of the congregation were in favor of returning to Zabriskie Chapel for a 9 a.m. (or thereabouts) service, including many parents who wanted the anchor of a service at Zabriskie to precede Sunday School. But the results of both parish-wide surveys in December 2015 and June 2016 showed no clear majority preference for the three-service model, and in fact 70% of the respondents stated they liked Sunday worship at 8 a.m. and 10:30 a.m. And while 22% recommended returning to the traditional 3-service model, nearly 40% of the respondents suggested either sticking with the 8 a.m./10:30 a.m. schedule or adding a later service at the seminary location, such as the 5 p.m. joint Immanuel-VTS Eucharist set to start in two weeks. During an early June parents' meeting organized by Eileen Monnin-Kirby, the Vestry steward for Children, Youth and Families, and led by the Rector, a "vocal call to return to Zabriskie" (Eileen's meeting notes) went up. After prayer, reflection and melding the results of the June survey, the Rector and Vestry agreed to reinstitute three services with a 9 a.m. middle service, and the new schedule began September 18. It was the right decision. However, as an early skeptic-turned-fan of the new Immanuel Chapel, I'm pleased to report that the 11:15 a.m. service is keeping up a healthy pace, with good attendance on Sundays when the three services are offered.

The church is moving further and further in time from the devastating loss to fire in October 2010 of our former worship space on VTS grounds (sometimes referred to as the “Seminary Chapel” or the “1881 Chapel”). As our collective memory of that special space recedes, we must keep in mind that most of the recent arrivals to Immanuel Church-on-the-Hill never knew that building, now a ruin and memorial chapel garden, and how it fit into our liturgical life. Moreover, those who joined the Immanuel family within the past 16-21 months may simply regard worship in both chapels as normal ... not the “new” normal that it may feel to parishioners who’ve been around a bit longer. Our congregational memory is more segmented than six years ago, and while that presents its own set of challenges (how to incorporate and honor the views of newly-arrived parents for example who don’t necessarily regard the Zabriskie Chapel as the obvious site for “family” services and programming), it is a component of the dynamism of this parish and our willingness to try new things.

It’s About the Kids, Man!

I commend to your attention the end-of-year reports from both CYF Director John Hogg and CYF Steward Eileen Monnin-Kirby, which attest to the robustness of the church programming and opportunities for the youngest parishioners among us, as well as the challenges. John’s summary of the June meeting of about 70 parents, Sunday School and Godly Play teachers, Episcopal Youth Community advisors, plus a few of those young people we love and seek to serve, is worth a few extra minutes of your time as you flip through the Annual Report. One item not covered, a priority that the entire congregation should share and support through additional and increased pledges, is to make the CYF director’s position full time. Since then-Growth and Education Steward Tony Christino won budget support for a part-time position and the Children, Youth, and Family Ministries Committee recruited John Hogg in 2014, the Vestry has voted yearly increases in John’s weekly time commitment with parallel salary increases. As we work toward that ultimate goal, of course we recognize the incalculable gifts of time and talent from our corps of CYF volunteers. Reach out, thank and if socially opportune hug the Church School and Godly Play teachers and organizers, especially program coordinator Linda Serabian, for their extraordinary efforts, spirit, resolve and continued willingness to serve our children and youth over the past year.

“Holy Waters” (with apologies to the Dear Junior Warden)

During my three years on the Vestry – the first year as Resources Steward – we have been challenged with controlling, responding to and remediating the Zabriskie Chapel’s “holy waters,” a term I unapologetically crib from our Junior Warden Tom Hewson. Please refer to my 2015 annual report for details, but in sum during intense storms, drains clogged, gutters were overwhelmed and water pushed up below the foundation (hydrostatic), taking advantage of narrow gaps under doorways or a breach in the waterproofing membrane to flood hallways, classrooms and offices and soak carpets, drywall, baseboards and built-in shelving. All of these events had significant financial impacts, and last year as a responsible but expensive precaution the church paid \$5,000 for a stand-alone flood insurance policy (Allstate, coverage period 4/4/16 to 4/4/17). This past year, under the direction of Resources Steward John Bednar and the Facilities Committee, the church authorized a topographical survey to determine as best we could the causes of the basement flooding (to the extent regular monitoring of heavy storms and good engineering make possible, water being a funny thing) and implemented preventive remediation strategies. This included a short-term measure to block water build-up in the shallow well leading into the basement from the parking lot steps, installation of a trench drain to re-direct stormwater from the top of the stairs, and partnering with a local Boy Scout troop, which over a very hot weekend under John’s supervision and with a lot of Immanuel volunteer labor, re-graded the hillside near the playground, planted scores of plants (“growies”) to act as a natural water-absorbing barrier and installed a pathway leading down to the parking lot, creating a sluice to channel stormwater away from the building’s foundation. Was it enough? Time and the inevitable

deluge will tell, yet last year we had no stormwater intrusion into the basement (we also did not have storms like we did in 2015), and our confidence level is sufficient that the Vestry did not budget a renewal of the Allstate flood policy. Yet, comprehensive long-term solutions await funding that we do not have at present, including re-grading the backyard to redirect nature's "holy waters" away from the building.

Karibu Kenya!

In late summer, a blessed alignment of interests came about as the church welcomed a Kenyan Anglican congregation, literally in the process of forming under the leadership of the Rev. Peter Wanjiku Gachira, who has been at VTS as a graduate student since July 2015. The congregation has been worshiping once a month at 11 a.m. in Zabriskie Chapel and is about to transition to a weekly service schedule. In addition to providing worship space, the church intends to nurture this new community, so in September the Vestry voted to make Rev. Gachira a priest associate of Immanuel Church-on-the-Hill. The 2017 budget includes Peter as a new salaried staff member (part-time), reporting to Randy; this is necessary to support Peter's application to change his immigration status from a student to a special religious workers visa. As stated in the Treasurer's Report and reflected in the budget for the coming year, this commitment is largely revenue-neutral. Based on collections the Kenyan Congregation has already taken during its once per month service, the Personnel Committee reviewed the additional estimated income and expenses (Peter's salary and some small administrative expenses) and agreed to recommend him for the staff position. Immanuel's contribution toward the new congregation will be less than \$5,000 based on these projections. I am very grateful to the Hon. Wayne Iskra, a former immigration judge, for assisting Peter with his visa application, including securing pro bono legal representation. Even as I step down, I will continue to be the church's main contact for the visa effort, and at Randy's invitation Jim Snow and I have agreed to write a Mustard Seed grant application for diocesan funding to help defray costs. This is the most exciting partnership opportunity I can recall since becoming a parishioner 14 years ago, and it fulfills one of the Rector's goals, to reach out to international Anglicans in the DC area.

It has been an incredible privilege to serve as your Senior Warden and to support Randy during his first three full years as rector of Immanuel Church-on-the-Hill. In addition to the specific work involving the Kenyan Congregation, I intend to continue to be involved in the Facilities Committee, in particular focusing on issues involving our tenants, as well as forming and supporting – along with Caroline Bergmark and Eileen Monnin-Kirby – a new volunteerism effort that a relatively new member of the Parish has offered to take up as her personal ministry.

Gratefully and faithfully submitted,

Doug Onley
Senior Warden

Many thanks to the Junior Warden, Tom Hewson, for his input and insight as I readied my annual report.

Junior Warden's Report

In 2016, several milestones were reached and many new challenges addressed by the clergy and Vestry. Some highlights from your 2016 vestry are discussed below.

New Budget

In 2016 I was deeply involved in the church finances. This year we tasked the Finance Committee led by Carla Murray to recommend the best approach for handling the Outreach accounting (inside or separate from the operating budget), alternative financial reports for tracking and summarizing the Church finances and collecting valuable inputs for our financial planning. The Vestry has adopted their recommendations on financial policies.

With the team of the Treasurer, Senior Warden, and Rector, we developed the 2017 budget for the Vestry review and approval. The 2017 Budget highlights are outlined below.

- The budget team and Vestry assume that the Stewardship Committee's magic touch would result in \$585,000 in 2017 pledge income (vs \$575,000 target for 2016) to meet our outlays.
- With our renovated Parish Hall and Fairchild Room, we have had seen an increase interest for their use, including from professional caterers who worked several events last year. Accordingly, we anticipate a continued rise in use of the facility and budgeted more than \$6,000 additional rental income in 2017 (for a total of \$60,550), which will help fund and expand many programs and offerings.
- The budget assumes \$24,500 in income from the Endowment and Callaway trusts in 2017. This represents a large increase from 2016 and is the first time trust income has appeared as a line item in the income section of the budget. This was anticipated in the Special Report: Future Facilities Planning that is in the 2015 Annual Report, and the Vestry intends to continue this good practice. Withdrawing or requesting the withdrawal of trust income does not impact principal invested in the trusts, and the dollar figure above is within the 2-5% of asset value range recommended by the Episcopal Church Foundation. These funds will help pay for critical programs and capital items that are consistent with the conditions and restrictions expressed in the trust instruments themselves. There are numerous projects throughout the church that would not otherwise have been possible without the generosity of several donors and bequests from many former members.
- With this income, we can:
 - Provide Immanuel staff with the proposed 1.05% increase recommended by the diocese;
 - Raise our clergy compensation. The church's Personnel Committee (composed of the wardens, past senior wardens, rector and treasurer) recognizes that we need to have additional adjustment to meet diocesan guidelines and bring clergy pay closer to Region IV competitive levels. This is just the first step - further catch-up adjustments will be needed in 2018;
 - Provide the new Kenyan Community support (\$3,700) and keep our pledge to the Diocese of Virginia (\$78,500) within diocesan guidelines; and
 - Provide further financial support for our CYF ministries by expanding John Hogg's weekly work expectations and compensation from 25 to 30 hours.

This budget involved reducing some budget line items to be able to fund the staff and clergy raises and bring the budget into balance. Some savings in maintenance costs from fewer HVAC visits and some 2016 events not being repeated. Some reductions can be offset by charging for some program events. Others had to be trimmed to recognize our tight budget constraints.

The operating budget specifically excludes Outreach funding (\$72,750 in 2017 up from \$64,580 in 2016) that is funded from outside sources (Pumpkin Patch). Outreach remains an extremely important part of our parish mission.

Even with the increased revenues and reductions in program funding, to balance the budget we needed to rely upon \$12,000 of remaining operating reserves going into 2017. Therefore, fewer operating reserves will be available for 2018. This current budget highlights the importance of growing our church community to allow us to continue expanding our resources and fund future needs and priorities. Bring a friend or neighbor to church.

New Trust Structure. Thanks to the generous donations of past and current members. Immanuel maintains 3 trusts to help support and expand our community mission--- the Endowment Trust Fund, the Callaway Trust and the Memorial Garden Trust. Each trust has its own trustees and mission. Thanks to the tireless efforts of Tom Brown and Kerry Kelly and the Stewardship and Planned Giving Committee, the three church trusts were reviewed by the national church and diocese that made recommendations to change framework to make more transparent and responsive to church needs. These changes to bring them under one management umbrella and adoption of formal rules on their management and use require approval from two successive Vestries with an intervening election (the one we hold today). In November the vestry approved this new trust structure, and we anticipate that in November 2017 those changes would become effective. We hope that the Vestry will be able to communicate better how these trust funds are used and have been a significant component in upgrading our facilities and otherwise meeting our mission.

Memorial Garden Trust. As Junior Warden, I was a member and convener of the Memorial Garden Trust. The trustees discussed and approved the new initiative to bring the 3 Immanuel trusts under one umbrella in 2017. The trust supports the wonderful work by Chris Von Schoening and the volunteers who toil to upkeep the Memorial Garden as a restful and beautiful place.

New Treasurer. On January 1, 2017 we had a change in our church treasurer from Sue Gilbertson to Laura Snow. On behalf of the entire congregation, I cannot express enough my appreciation for the fine job Susan has done in changing over our accounting systems. Thanks to her efforts and Jim Snow, the audit reviews have now been completed through 2015, and we are much better prepared for a full 5-year audit in 2017. Thank you also to Laura for stepping up.

New Gifts. Immanuel Church--on-the-Hill received multiple gifts last year that funded special projects (Fairchild Room, new security system, new signage, new vestments, 2 wooden crosses, etc.). Thank you for the support that has made all these wonderful additions possible, exceeding by nearly \$32,000 our projected designated gifts and contributions income for 2016 (see 2017 budget under "Operating Income"). We are truly blessed have such a supportive and giving community.

New Challenges. We do not know yet how successful our 2017 pledge drive will be. However, major changes and challenges reflected in the 2017 budget as compared to the fiscal year just ended are outlined below:

- Operating reserves that have been used to fill past budget gaps have largely been spent. We hope that these stop gap funds may eventually be replenished as our community and resources grow. However, in the interim, we are left having to establish clear priorities and make choices between programs.
- The Immanuel \$15,000 facilities reserve was spent to solve our water flooding problems. We have some additional mitigation measures, for example regrading the south lawn, that likely will be delayed until these reserves are replenished.
- Recognizing that our clergy and staff are one of our most important assets, the Vestry continues to provide salary and benefit increases, not only to meet the diocesan minimum but also to compensate staff for additional working hours, adjust to the higher cost of living in the Northern Virginia area and generally reflect their increasing value to Immanuel. This requires an additional \$40,200 in 2017.
- Immanuel is overdue for a complete full church audit. With a new treasurer, we owe the Rector, the treasurer, and the church membership a full accounting. This audit is budgeted for \$9,500. We are pursuing new approaches (e.g. delay the audit until after tax season) to provide further savings.
- A major component of the church's fire alarm system needs to be replaced. Although our system is functional, replacing the fire alarm control panel and annunciator are time-of-the-essence capital needs that are projected to cost \$7,000-20,000 (John Bednar is still getting bids).

Respectfully submitted,

Tom Hewson
Junior Warden

Steward Area Reports

Worship

“O worship the Lord in the beauty of holiness.” — Psalm 96

2016 was a year of significant experimentation, transition, growth, evaluation, and response. It took a dedicated team to march through the chapel transition activities— much gratitude to all who so generously gave their time and contributed their talents. Many thanks to our clergy, the Rev. Randy Alexander and the Rev. David Crosby, our staff, John Hogg, Dr. Jane Tavernier, Jennifer Addington and Gilma Balcarcel, and to all who are members of the Worship Committee and those who participated in our Transition in Two Chapels Committee activities: Michael Reinemer, Francine Wargo, Brooke Roberts, John Bednar, Bridgette Beckman, Mark Fearer, Susan Gilbertson, Sarah Glassco, Susan Kernan, Sudie McGahuey, Caroline Bergmark, and Linda Serabian. The transition also took the efforts of 185+ committed lay ministers!

A major goal of 2016 Worship was to listen to parishioner voices and discern the use of both Immanuel and Zabriskie chapels. The Two Chapels Survey Committee collected parishioner comments through two parish-wide surveys and prepared analyses and reports to the congregation. The committee carefully listened to parish comments and presented survey results to the Rector, Vestry, and the parish via two reports, one in May and the second in September. A Forum hour jointly led by Rosi Urbine and the Rev. Randy Alexander was held to discuss the results and encourage discussion.

Results of the survey guided the parish to transition from two services to three Sunday Eucharists (two at Zabriskie and one at Immanuel Chapel) with adjusted start times. An emphasis was placed upon Godly Play and Sunday School being at the Zabriskie classrooms where they are now currently held. Forum hours follow the 9:00 a.m. service with Coffee hours being held after services in both Chapels. Concerns about parking and Immanuel Chapel acoustics also dominated the survey comments.

Much gratitude goes to the Survey Committee members (Caroline Bergmark, Francine Wargo, Sara Glassco, Rick Glassco, Brooke Roberts, and me), who spent long hours pouring over thousands of survey comments and compiling responses into the reports. Completed binders of all surveys results and reports are available for review in the Parish Administrator’s office.

Worship continued its focus on youth, children, and families under the leadership of the Rev. Randy Alexander, Linda Serabian, and John Hogg. We initiated a once-per-month Sunday service (9 a.m.) that is dedicated as a Children’s Eucharist. We also included youth as lay ministers in many of our other services, where they participated as ushers, acolytes, family gift bearers, intercessors, readers of the Passion Gospel on Palm Sunday, speakers in the cacophony of languages during the Pentecostal Gospel, and reader for the Lessons and Carols service during Advent. Assisted by many parents, the Christmas Pageant provided roles for 38 of our youth and children, and a half-dozen offered their musical talents.

We were blessed to have the Rt. Rev. Katherine Jefferts Schori confirm eight of our youth. And, our clergy baptized 19 – more blessings as our church grows! We held our annual Harvest Evensong and an additional Evensong that was graced with the presence of former Secretary of State, Madeleine Albright. We also held a joint Easter Vigil with the Church of the Resurrection.

A hearty and heartfelt thank you goes out to our more than 185 lay ministers who serve! Thank you for your ongoing commitment to Immanuel as you share your time and talents during our worship services. The Worship Committee chairs reached out to expand our ministry areas – we recruited new ushers, acolytes, readers, intercessors, chalice bearers, altar guild, and flower guild members.

We remain grateful to Dr. Jane Tavernier, Director of Music, and our choir for their wonderful contributions. In addition to Sunday Eucharists, the choir worked triple time to prepare for the two Evensongs and the multiple Holy Week and Christmastide services. We also thank our current choir section leaders: Angelika Ferren, Daryl Ott, Emily Riley, and Allan Gervacio. Gratitude goes to our ShrineMonters who contributed their spirited music to two semi-annual Mass on the Grass services, our Eucharist at Shrine Mont and occasional services throughout the year. The Washington Philharmonic Orchestra generously shared their musical skills during several worship services.

Kudos to Jennifer Addington, Parish Administrator, who diligently herds parishioner profiles in the Ministry Scheduler and who, with Brooke Roberts, prepared endless communications about the Chapel changes and service schedules.

We are also grateful to our seminarians Pilar Padrón and Halim Shukair, the Rev. Rachel Shows, the Rev. Kyle Martindale, our eight Priests Associate – including the Rev. Peter Gachira of the Kenyan Congregation – and two Rectors Emeriti.

The Virginia Theological Seminary community has remained our steadfast partner. We extend gratitude to members of VTS who continue to work closely with us, particularly the Sacristans, Dean Ian Markham, and the Rev. Ruthanna Hooke, the Associate Dean of Chapel. Meetings continue to be held with VTS to coordinate and share service schedules; changes to the audiovisual system have been made with an acoustical consultant under contract.

Although it is not possible to thank everyone individually who has supported and continues to support our worship activities, we remain grateful to all for their time and effort. It is a privilege to serve at Immanuel and to share worship together. For me personally, it has been three years of growth – many a heartfelt “Thank You” to the clergy and all parishioners who have supported and guided.

Respectfully submitted,

Rosi Urbine
Worship Steward

Outreach Steward's Report

Outreach activities are the responsibility of the Outreach Committee whose Chair is appointed by the Rector. The Committee is headed by Jim Snow, Jamie Conrad, and Jim Wise. The Vestry oversees the work of the Committee, including approval of an annual outreach budget.

The Committee proposes new Immanuel ministries and major funding commitments, prepares a budget and monitors and encourages ongoing activities. The Committee fields requests for support, researches charities, and recommends levels of support. Every entity that receives financial support is monitored by one or more parishioners or the clergy who serve as a liaison to that ministry.

For 2016, the Vestry approved a budget based on an available amount of \$72,750, which was provided by \$58,364 in Pumpkin Patch net profits plus \$14,386 unspent from prior years. The budget for 2017 will be guided by the 2016 Pumpkin Patch net profits of \$59,334.

The following agencies received grants during 2016:

Alexandria Charities	Regional and National
Alexandria Tutoring Consortium	Greater Wash. Interfaith Power and Light
Alexandria Hospital Board of Lady Managers	Virginia Interfaith Center for Public Policy
ALIVE! Help for rent, utilities, medical bills	Kelly Foundation (Center Pole)
ALIVE! Preschool	Offender Aid and Restoration
Arlandria Clinic	Samaritan Ministry of Greater Washington
Carpenter Shelter operations	Shrine Mont scholarships
Carpenter Shelter meals	Total Regional and National \$11,500
Christ House meals	
Child and Family Network Center	
Community Lodgings	International
Hopkins House	
Senior Services of Alexandria	Congo Ministries
St. Clement Homeless Shelter	The Rev. Martine Kalimbe in Malawi
West End Lazarus Ministry	Five Talents Micro-Lending
Total Alexandria Charities \$34,306	Haiti Micah Project
	Heifer Project International
	Mines Advisory Group
	Oral Rehydration Group
	Walk to End Genocide
	Total International \$18,775
 Total Grants for 2016 \$64,581	

Respectfully submitted,
 Bill Kilpatrick
 Vestry Steward for Outreach

Resources

This year has been a very busy one for Resources. In the span of a year we replaced several of the contractors we have been using. A yearly maintenance checklist has been instituted. We replaced the grease trap that services the kitchen. We took on a huge task of preventing stormwater from flooding into the building. This was accomplished by installing a drain at the top of the stairs and arranging a huge Boy Scout project to re-grade the hillside, put in new plants and install a walkway. A security camera system was installed to monitor the grounds.

The projects for 2017 include:

- Painting the steeple
- Upgrading the fire alarm system
- Repairing the ceiling of the organ room.
- Revitalizing the front yard

As far as the front lawn goes, both the Facilities Committee and the Outreach Committee feel that Outreach funds are better spent on good works and that the cost of re-seeding and other repair work should come from general operating funds. This project will begin in May.

Kudos go out to John von Senden, Doug Henry, Doug Onley, Tom Kerns, Paul Beckman, Tom Hewson and Julie Bruns.

Respectfully submitted,

John Bednar, Resources Steward

Children, Youth and Family

“Go into all the world, and preach the Gospel to every creature.” — Mark 16:15

Emanating from the invaluable engagement of so many of you and the demonstrated leadership and enthusiasm of our CYF Director, John Hogg, Immanuel’s CYF ministries experienced another fruitful year. Recalling 2016 fora at which we openly discussed and identified priorities, I believe that together we strengthened the suite of CYF programs over the past year, involving our children and youth in genuinely meaningful Christian formation. Therefore, we have cause to celebrate, while being called simultaneously to remain open to unforeseen opportunities to deepen the Christian faith of our younger members.

For this strengthening of our CYF programs, I would like to express gratitude for broad parish commitment and individual contributions of talent (leadership, advisory, curriculum development, planning, organizational, etc.), time (e.g. teaching, coordinating, logistical support, mentoring, innumerable emails, preparation of learning materials, food preparation, phone calls, driving and so on) and treasure (pledges, myriad contributions unreimbursed).

Specifically, please join me in expressly thanking our “essential personnel” including:

Children’s and Family Ministries

Sunday School teachers: Andy Biache, Hartley Hobson, Julie Bruns, Katherine Smith, Leah Wilson, Linda Serabian (8 years of inspired program coordination, and 19 years of teaching!), Lindsay McGahuey Yates, Lisa Clausen, Martha Shimkin, Mollie Lambert, Susan Stockton, and Taylor Houck.

Family Nights: John Hogg, Linda Serabian and volunteers too numerous to mention; thank you!

Godly Play Story Tellers and Greeters: Sarah Glassco (Coordinator), Jill Baird, Caroline Bergmark, Carrie Cuddy, Emma Cuddy, Isabel Frye, Sarah Glassco, Eileen Monnin-Kirby, Linda Serabian, Hilary Scholcomb.

Immanuel’s Angels (Children’s Choir): Kyrah Drasheff, Roz Kerns, Katherine Maas, Dr. Jane Tavernier.

Liturgical season activities: Easter Egg Hunt - Hartley Hobson Wensing; Advent wreath making – John Hogg, Rebecca Cooper, Franc Cooper, Trey Hobson, Caroline Bergmark; Christmas Pageant – John Hogg, John Bednar, Ashley Chappell, Phyllis Sims, Colin Baird and Ryan Harris.

Youth Ministry

Episcopal Youth Community (EYC): Jeannie Cummins Eisenhour (EYC program leader); EYC Leadership: Addie Biache, Lily Clausen, Thomas Cuddy, Maddie Eaton, Amanda Eishenhour and Phoebe LaMountain. EYC Advisors: Andy Biache, Chrissie Crosby, Rev. David Crosby, Kyrah Drasheff, and Jim Kurz.

In addition, please join me in celebrating the many highlights of the year including:

- Reinvigorated programming: monthly Children’s Eucharist (9:00 a.m.) with greater children and youth involvement (e.g. worship leadership roles; youth sermons); weekly Children’s

Chapel (11:15 a.m.); co-coordination of Vacation Bible School with neighboring Episcopal church;

- Refreshed Sunday School curriculum entailing even more participatory activities;
- Renewed focus on families through a monthly Family Night (formerly Family Compline) involving fellowship hour and both Sunday School (children) and forum hour (parents);
- Robust Episcopal Youth Community (EYC) offerings including participation in a Diocesan mission trip, overnight “Lock-ins” (3x), numerous fellowship activities (e.g. all new Breakfast Club, Bonfire dinner, bowling, ice skating, apple-picking);
- Reliable nursery care during later Sunday worship services, family nights and special occasions;
- An all-parish BBQ sponsored and hosted by the EYC;
- Reliable training and coordination of our celebrated cadre of acolytes; and
- Replication of much-appreciated liturgical and seasonal activities including Advent wreath-making, the Easter egg hunt and confirmation and baptismal preparation.

By way of background, it is also helpful to recall that, as in recent years, we continue to rely on multi-faceted CYF governance: parents (our bedrock!); CYF Director (since late 2014, John Hogg has served faithfully and resourcefully, reporting to the Rector while accessible to all); CYF Committee (clergy, volunteer leaders of Sunday school, EYC, Godly Play, acolytes); a youth representative (when available); CYF Vestry steward (a separate steward area since 2013); and others who opt to become more directly engaged regarding a specific initiative or activity.

Finally, in the spirit of Mark’s Gospel message above, I urge you to continue to contemplate, explore and share ways in which you think that we, individually or collectively, can further nurture the Christian formation of our younger members.

Gratefully and respectfully submitted,

Eileen Monnin-Kirby,
Vestry Steward for Children, Youth, and Family Ministry

Adult Formation & Discipleship Steward’s Report

Christian formation is the lifelong process of growing in our relationship with God, self, others, and all creation. Every experience in our lives can provide us with the opportunity to express our faith; the challenge we face is recognizing these opportunities and learning ways to live a sometimes countercultural life in a secular world. (copied from the Episcopal Church website)

The purpose of the Adult Formation and Discipleship Stewardship is to provide activities for Christian education, deepening spiritual growth and strengthening on-going and life-long theological formation.

Current Activities include Forum Hours, Retreats, School for the Spirit, Early Christians, the Circle of Quiet, Bible Study on Saturday Mornings, the Benedictine Community and Publicizing and Encouraging Participation in Classes, Programs and Events at VTS.

Forum Hours

During 2016 there were 23 forum hours, which mainly took place in two periods: between February 7 and May 22 and between September 4 and November 20. Programs included:

- A report by the VTS Lifetime Theological Education coordinator on the classes and events available to us at the seminary.
- A series on the theme “Be Not Afraid”:
 - Dr. Tim Sedgwick on “fear not” and Christianity,
 - Temple Beth El’s Rabbi and a scholar of Islam on the topic,
 - VTS professor of Christian Education on children and fear,
 - The Rector and Tim Sedgwick on how scripture and liturgy address “Be Not Afraid”,
 - Gerry Anderson, Keith June, Callie Curtis, and Linda Donahue on fear and faith in their lives,
 - Halim Shakair, the Rev. Peter Gachira and the Rev. Dr. Robert Heaney on fear and their experiences with Christian-Muslim relations
- The Rev. Dr. Frank Wade on Easter Aftershocks, meditations from the book of Acts
- Five Talents’ CEO on how FT works with the local church help the poorest in strife torn countries
- A presentation on the results of the Two Chapels survey of the parish
- To kick off our 75th Anniversary year, we were privileged to have Bishop Katharine Jefferts Schori address the congregation on May 8 (“Founders Sunday”)
- The Rev. David & Chrissie Crosby spoke on planning your funeral
- Pierre Shostal and the former Director of Episcopal Migration Ministries spoke on helping refugees here
- A series on our youth serving on mission with:
 - Jacko Post on teaching in the Richmond settlements for the Episcopal Service Corp.
 - Kate Snow on teaching at church schools in Costa Rica for the Young Adult Service Corp.
 - our EYC teens reporting on their mission trip working at the Episcopal Center in Philadelphia
- In September, we held a Ministries Fair for all to learn about Immanuel Church-on-the-Hill’s many ministries and opportunities for parishioners to give of “time and talent”
- The Rev. Frank Wade spoke before the election on a Christian perspective on the political climate
- The Rector used a forum hour to talk on the state of the Parish and to answer questions
- Halim Shakair told us of growing up in Lebanon and his faith journey from a Druze faith family to VTS
- The Rev. Peter Gachira spoke on his life and on the Kenya congregation he has formed at Zabriskie
- The Rev. David Crosby gave a reflection on preparing for Advent

Retreats

There were two retreats in 2016, in the spring (April 29-May 1) and during Advent (December 9-11). The spring retreat, *The Invitation of Easter*, was held at the Holy Cross Cistercian Abbey in Berryville, VA and led by Nina Frost, a spiritual director and retreat leader who helps integrate Christian spirituality with our challenges and opportunities.

The Advent retreat, *Meeting Matthew, the Man Behind the Advent Gospels*, was led by the Rev. Dr. Frank Wade and was also held at Holy Cross Abbey.

School for the Spirit

There were 3 courses offered on Wednesday evenings from April 20 through May 11 with 26 participants.

Spiritual Practices within our Reach, led by Fr. Martin L. Smith, a widely known teacher, preacher, retreat leader and author, who challenged participants to experiment with disciplines, praying and seeing the work of grace in our lives.

Divine Images Revisited. Martha Taggart used digital images of religious art to explore the link between faith and imagery and changes therein over two millennia.

Our Weakness is our Strength: the Twelve Steps as a path to Living. Bud Hart led a study of how our pain can be the touchstone of our spiritual growth.

Saturday Morning Bible Study. Led by Scott Bunn and Chrissy Crosby, this group meets at 7:30 a.m. on the third Saturday of the month in the Fairchild Room for breakfast and the Bible study; uses the African model of reflection to see each reading in our lives.

Circle of Quiet. Is a meditation, contemplative group using Lectio Divina, Centering Prayer, praying with icons and similar exercises followed by participant comments on what each found in the exercise. Now meets every Sunday at 10:30 in the Upper Room at Zabriskie. Just show up. Contact Mary Ann Rehnke or Sara Fein.

Early Christians. Meets every Wednesday at 8:30 AM in the Fairchild Room to read and discuss a book (members often go to Panera on Duke after.) On the first Tuesday in the month Early Christians, and any other senior who is interested, meet from 5:00 to 7:00 PM at the 1823 Cafe at Virginia Seminary for fellowship and conversation. Contact Andy Biache or Betty Wanamaker.

Benedictine Community. Meets from 7:00 to 8:15 p.m. on the first and third Tuesday of each month, except for July and August. The group studies the Rule of St. Benedict or readings based on the Rule, using a format similar to the Circle of Quiet, and closes its meeting with Compline. There are about 12 to 14 who regularly attend, about half of whom are not members of Immanuel Church-on-the-Hill. It is an experienced, dedicated group containing 6 members with official ties to a monastery, a retired priest and two seminary graduates. The Community has active ties with local Benedictine groups and a monk at St. Anselm's Abbey in DC and with the Friends of St. Benedict, a national organization based in DC. Contact Dana Hengst or Barbara Fornoff.

Virginia Theological Seminary. VTS offers evening classes for open to us all and a number of special events during the year. For example, last spring, the Rt. Rev. Katharine Jefferts Schori taught

Peace Making and Discipleship and this spring, Dean Ian Markham will teach *Ethics for Every Christian: From Social Issues to Sex*. VTS events and course offerings are now posted regularly on www.icoh.net. Respectfully submitted,

Everett Post
Adult Formation and Discipleship Steward

Senior Ministry and Fellowship Steward's Report

The Senior Ministry stewardship area is in its third year and continues to evolve and grow, both in breadth and depth of activities and in parishioner participation.

Senior Ministry Coordination. Immanuel Church-on-the-Hill maintains its support for Senior Services of Alexandria's (SSA's) programs, including its Meals on Wheels and Speaker Series. We regularly offer the parish hall to host special events benefitting seniors in the areas of health, education, and more. In addition, the Senior Ministry continues to host a Caregivers group that meets monthly in the Fairchild Room. All parishioners are welcome to attend. Next year, we plan to reach out to churches in the region to begin coordinating senior ministry activities with them.

Senior Outings. The Senior Ministry organized a "Sacred Sites" tour to the Franciscan Monastery and Washington National Cathedral for twenty five parishioners in May 2016. The trip was a rousing success, with many participants offering suggestions for future outings. Unfortunately, budget cuts prevented additional trips that require bus rentals for this year. The next outing in April 2017 will be to the Alexandria Symphony Orchestra, followed by dinner at Clyde's Restaurant.

Transportation is a major issue for participants, and will be a focus of our ministry in the coming year.

Senior Seminar Series. The third Senior Seminar took place on October 22nd, and featured author, artist and spiritual guide Marjory Zoet Bankson who facilitated an interactive presentation for fifteen participants on "Creative Aging: Attending to the Spiral of Call." After lunch, participants heard presentations from the executive directors of Senior Services of Alexandria and At Home Alexandria, and learned about a variety of beneficial programs and services each organization has to offer to older adults in the City of Alexandria.

Brown Bag Lunches. In 2016 we began exploring how to use the parish hall to support Senior Ministry programming. We are piloting periodic "brown bag lunches" where seniors eat and then enjoy a lecture, a concert, or a discussion. Refreshments and desserts are provided. We have enjoyed a lecture on the 2016 election by Helen DesFosses and a concert by soprano Carol Knowles. In January, we will have a "next steps dialogue" for seniors to offer feedback on the lunches and the overall direction of the Senior Ministry.

Senior Repasts. Parishioners enjoyed several opportunities to break bread together this year hosted by the Senior Ministry. The first event was "Dinner and a Movie" in April, featuring a lasagna dinner followed by a viewing of the PBS special "Being Mortal" and remarks by the Reverend Dr. Frank Wade.

In May, approximately twenty adults and EYC youth enjoyed spaghetti dinner and participated in "Go Tell It on the Mountain": Immanuel Church on the Hill's version of Storycorps. Each youth was

paired with long time parishioner to form a team. Each team received a prompt about their experience at Immanuel Church on the Hill (e.g., “tell me about the funniest thing that ever happened in a service” or “tell me about the biggest challenge the parish has faced in your time here”). Each team member had an opportunity to tell a story based on their team’s prompt, and then take a photograph. We received positive responses from youth and adults. They enjoyed sharing stories with one another and learning about a congregation member from another generation who has a different perspective but the same love for this parish. These stories are now featured on the church’s 75th Anniversary webpage at <http://www.icoh.net/About-Us/Immanuel-s-75th-Anniversary/Our-Stories/>.

This year we offered an Advent Tea in the English tradition. Over sixty merrymakers enjoyed tea, sandwiches, scones and sweets prepared by Connie Kurz and her team while listening to our youth perform, playing parlour games, and singing carols. The decorations and the food outstanding!

Library. The library has a new rug, couch and chairs. The library committee has culled books that are out of date or do not have a religious focus, and has color coded books according to topic area. The committee has also solicited recommendations from our priests associate for books to purchase. The committee is now developing guidance for parishioners on how to donate books. We anticipate hosting a ribbon cutting for the rededication of the library in early 2018.

Senior Scoop and Senior Corner on the Immanuel Website. This year, the Senior Ministry also launched the Senior Scoop, a monthly newsletter that provides updates on events and activities for seniors at Immanuel Church and in the community. The newsletter is distributed to approximately 175 individuals. If you would like to receive it, please email jceconsulting@comcast.net with a request to subscribe. A link to the Senior Scoop also appears in the Senior Corner on the Immanuel Church website at <http://www.icoh.net/Serve/Senior-Ministry-and-Fellowship/> . The webpage also offers links to other important community +resources for seniors.

Grace and Gratitude to: Martha Manson, for her wisdom and guidance to a new Vestry Steward in this area Connie Kurz, for her ministry of hospitality, Mary-Jo Cooney, Sudie McGahuey, Dotty Eisenhour, Susan Kernan, Sheila Iskra, Phyllis Sims, Jean Peyton, Linda Donahue, Annie Goldsmith and Al Gilman for their assistance with set up/clean up at Senior Ministry events

Fellowship Steward’s Report

Immanuel is blessed with a strong fellowship in our parish. Whether a simple gathering over coffee after worship or the annual retreat to Shrine Mont, Fellowship is where we come together to enjoy the company of one another. In our love of Christ and as Christ loves us, we support one another in love.

We have many fellowship events each year. These include the brunch at the Annual meeting, the supper during Immanuel’s turn for the Lenten series, the champagne reception following the Easter Vigil, the reception during the Bishop’s visit, the spring potluck, Pentecost Birthday cake, the fall Welcome Home potluck, and the coffee hours that follow each service. Lisa Frye coordinates our annual parish retreat at Shrine Mont every Memorial Day weekend. This weekend event is a treasure that should be experienced by all.

Of course there are other areas of the parish that host additional fellowship activities. Children Youth and Families organize barbecues, family complines, Easter Egg hunts, an Advent fun night, and more.

The Senior Fellowship offers events for our seniors in the parish. There is the knitting group, the Manly Men fishing trip, the Harvest Dinner of the Stewardship committee, the Blessing of the Animals organized by Denise Freeland, and the Shrove Tuesday pancake supper coordinated by Tom Kerns.

The receptions and potlucks would not be possible without the energy and commitment of the co-chairs of the Fellowship Committee, Linda Donahue, and Sheila and Wayne Iskra. The helpers of the events this year include Melinda Ashton, John Bednar, Andy Biache, Julie Bruns, Scott Bunn, Laurie Clark, Mary Jo Cooney, Janice Corbett, Chrissie Crosby, Jennifer Davis, Linda Donahue, Erica and Jeremy Enright, Rick Glassco, Debbie Hewson, Wayne and Sheila Iskra, Kathryn Jackson, Frances Johnson, Dorothy Kellogg, Roz and Tom Kerns, Connie and Jim Kurz, Georgia and Jan Maas, Sudie McGahuey, Eileen Monnin-Kirby, Jessi McLeod, Ally Powell-Switaj, Phyllis Sims, and Francine Wargo. (Please forgive any omissions, and let me know so we can correct the report.)

A special thank you to Sudie McGahuey for coordinating the coffee duties and supplies. The members of the coffee committee include: Caroline Bergmark, Alisa and Andy Biache, Scott Bunn, Lisa Clausen, Carrie Cuddy, Connie and Jim Kurz, Robert and Kendra McDonald, Sudie McGahuey, Carla and Bob Murray, Celia Ochs, Candace Quinlan, and Nancy Reuschel and David Atwood. Particular thanks go to Gilma Balcarcel, who has made coffee and set out food while juggling nursery duties.

We also thank Meredith Pilling and Margaret Kerekes of Virginia Theological Seminary who have helped us coordinate the use of the VTS Welcome Center for larger parish activities after services at Immanuel Chapel.

Respectfully submitted,

Caroline Bergmark
Vestry Steward for Fellowship

Pastoral Care Steward's Report

“Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?” And the king will answer them, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” — Matthew 25:37-40

The Pastoral Care Committee has been chaired by the Associate Rector, the Rev. David M. Crosby, since March 2014. Effective with this past year's Vestry formation at their retreat in February 2016, Father Crosby also took on the role of Vestry Steward for Pastoral Care. Specific committee members include: Cynthia Caples, Chrissie Crosby, Jen Davis, Dotty Eisenhour, Sara Fein, Ann and Rollin Huntington, Susan Kernan, Mary Lindahl, Marcia MacDonald, Ellen O'Connor, Everett Post, Mary Ann Rehnke, and Martha Sedgwick. The committee meets every other month, and oversees the following ministries: note writing, Eucharistic visits by lay members, flower deliveries, providing meals, and offering transportation as needed. Each committee member is active in one or more of the specific ministry areas.

Note Writing. The monthly note-writing ministry rota is organized by Dotty Eisenhour. Each writer is responsible for a month, during which notes are written to parishioners based on a short-term and long-term pastoral care list, compiled by the Associate after review with the Rector. Committee members have been encouraged to use this list in their regular prayers and devotions as active ministry to others. The note writers for 2016 were: Cynthia Caples, Chrissie Crosby, Jennifer Davis, Dotty Eisenhour, Mark Fearer, Bill Frye, Michael Reinemer, and Martha Sedgwick. The Pastoral Care List may coincide with our weekly Sunday Parish Prayer List, but the clergy encourages parishioners to not assume your priests are aware of all needs that might benefit from a pastoral follow-up.

Lay Eucharistic Ministers/Visits. Lay Eucharistic visits are coordinated by the Associate Rector. Much grace and gratitude go to Sara Fein, Keith June, Everett Post, Mary Ann Rehnke, and Martha Sedgwick as our lay ministers. Our custom is to send Eucharistic visitors in pairs, commissioning them from Sunday services, to visit parishioners in their homes, or at hospital, or in rehabilitation centers. Those being visited have been appreciative of the care and attention of the lay ministers bringing the church's sacraments wherever they are; it is hopefully a clear reminder to them of their connection in body, mind, and spirit with Immanuel Church-on-the-Hill. At times, flowers from the Immanuel Chapel Altar are taken on these visits throughout the year.

Flower Delivery Ministry. Susan Kernan oversees the rota for the distribution of flowers following the Sunday morning service in Immanuel Chapel. The clergy determines who might receive and appreciate flowers that have heard the scripture proclaimed, prayers offered, and praises sung to God. Grace and Gratitude to those who have delivered flowers: Madeleine Bryant, Rollin & Ann Huntington, Dorothy Kellogg, Susan Kernan, Jackie Phillips, Michael Reinemer, and Phyllis Sims.

Meals and Transportation. Meals have been provided and delivered to various parishioners on occasion by Pastoral Care Committee members and other members of Immanuel who volunteer for this specific ministry, but are not on the committee. There were no specific meal offerings this past year, but we may have missed opportunities to be of help. Transportation to medical appointments has been a regular need for some parishioners. The response of those who provide meals and/or supplied rides has been more than generous, and they are all greatly appreciated.

Grace and Gratitude is due to all members of the committee and other participants of the various ministries represented through Pastoral Care, as well as the unsung who are never named. Pastoral Care is a mission by some members at Immanuel which should be considered a call to ministry by all parishioners of

Immanuel. “To seek and serve Christ in all persons, loving our neighbor” as ourselves; it is such an important part of our individual ministry as followers of Christ.

It is my hope and pray that we identify a leader among the laity to step up to chair our Pastoral Care Committee ministries, and that one of the twelve members of the newly constituted vestry in 2017 will again assume the role of Vestry Steward for Pastoral Care.

In Christ’s service,

The Rev. David M. Crosby
Vestry Steward & Committee Chair for Pastoral Care

Newcomer Steward’s Report

Greeting and making newcomers welcome is a primary responsibility of all of us in the parish. In worship, we pass the peace; in other parish activities from coffee hours to pumpkin patch duties, we try to open our community to newcomers and visitors and help them find their place and home with us. To help visitors find us and have a chance to “taste and see”, we put advertisements in the local paper at Christmas. The Pumpkin Patch is another occasion to invite our neighbors to join us.

To make it easier to welcome newcomers, we have name tags at the Immanuel Chapel, as well as a new set at Zabriskie for worship and other parish activities there. With the addition of the 9:15 service I reconciled and updated all of the name tags. Thanks to Hance Haney for creating the additional name tags and to Phyllis Sims for her help in reorganizing the name tags. The reorganization was a huge job which took many hours to complete.

We are All Greeters

Many in the congregation may not appreciate the logistical challenges for newcomers, who must first determine between two chapels on two different properties the location and time of each service, then find Sunday School classrooms, nurseries, restrooms etc. To this end I am grateful for the dedicated service of our ushers, who with new easy-to-spot yellow “Usher” badges, greet and direct newcomers at the beginning of each service. With so many entrances and exits at Immanuel Chapel alone, where possible please be intentional in your efforts to assist the ushers to extend a friendly greeting and give any assistance necessary. The usher teams have been outstanding in this service, but we all need to be greeters.

Vestry greeters welcome newcomers in the narthex at the beginning and end of each service. We especially appreciate the Coffee Host committee for making coffee hours a place to get to know newcomers. Efforts by present parishioners to greet and introduce newcomers to others after services and at coffee hours are very much appreciated.

“New and Newish” Member Reception

It is our tradition to hold a newcomer reception once a year. In 2016, under the inspired tagline of a “New and Newish Member Reception,” the Newcomers Committee on September 18 welcomed approximately 60 parishioners – a mix of the newly arrived, long-time parishioners, church leaders and clergy – for a relaxed Sunday late afternoon reception. The event featured a delicious buffet and adult (and alternative) beverages, and Gilma Balcarcel provided nursery services with a movie and snacks so that parents could circulate knowing their children were safe and enjoying themselves, too. The committee reached out to members who had recently joined or were perhaps church shopping using an aggressive communications campaign

of emails, announcements and telephone calls. The September event was held in conjunction with the Ministries Fair in order to provide information and avenues to become involved in parish life; the chairs of various committees and ministry leaders were invited to share their enthusiasm for the various ways to become involved at Immanuel Church-on-the-Hill. After an hour of mingling, the Rev. Randy Alexander asked the guests to stand in a circle around the buffet. He welcomed the guests, thanked the committee members for their work and spoke about the differences between a social club or other nonprofits and a church. He said that Immanuel is not asking people to become busier but to find their calling. Phyllis Dodd then gave a heart-filled and humorous testimony on her experience as a newcomer. I followed, thanking the guests and asked them to share their ideas on future Newcomer activities. Finally, Senior Warden Doug Onley welcomed the group, directed the curious to the recently updated Parish Ministries Directory and promoted our revived *Ephesians IV* program.

This is the first time that we have held an evening reception for newcomers, and it was a splendid event. A special thanks to Phyllis Sims and Melinda Ashton for their extraordinary efforts as well as Jennifer Addington and the entire Newcomers Committee for their hard work that made the event such a success.

Ephesians IV

After more than a decade we revived the *Ephesians IV* program – originated by the Rev. Stephen Wade and the Rev. Sam Faeth in the late 1990s – to give parishioners a “basics” refresher on our church and the wider Episcopal/Anglican church and community. The program takes its name from the Book of Ephesians in which the Apostle Paul wrote a survival manual of sorts for the emerging Christian community. In the fourth chapter, Paul writes about the gifts Christ gave us “that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ ...”

Our program met on three consecutive Wednesday evenings in November and was co-led by Senior Warden Doug Onley and the Rector, the Rev. Randy Alexander. The program featured speakers from the Vestry and various ministry areas. Nearly 20 attendees and speakers participated in the inaugural session on November 2, kicked off by the Rev. Robert Prichard of Virginia Theological Seminary, an expert in the history of the Episcopal Church, who walked the group through the fascinating story of VTS, racial integration of local Episcopal churches after the Civil War, the birth of Immanuel Church-on-the-Hill as a separate parish and the special VTS-Immanuel relationship. Over the course of the program, participants heard from Randy on some of Immanuel’s whole-church challenges and the Episcopal Church’s tradition of liturgical worship; the wardens who presented an overview of the Vestry, opportunities for the "Stewardship of Time and Talent" and strategic planning for the future; and representatives of many ministries: Communications (Dorothy Kellogg, Hance Haney and Brooke Roberts), Fellowship (Caroline Bergmark), Stewardship and Planned Giving (Tom Brown and Kerry Kelly), Capital Campaign (Tom Kerns), Facilities/Resources (John Bednar), Outreach (Bill Kilpatrick and Jim Snow), Children, Youth & Family (Eileen Monnin-Kirby and CYF Director John Hogg), Senior Ministry (Mary-Jo Cooney), and Adult Formation (Everett Post). Each evening concluded with a brief service of Compline or a closing prayer, respectively led by the Rev. David Crosby, Randy and Halim Shukair, one of our seminarians. In 2017, we hope to continue *Ephesians IV*, possibly shifting it to Sunday mornings so that more members of the congregation, especially those with children, can participate.

VTS Partnership. A unique opportunity arose last year when we joined with Virginia Theological Seminary (VTS) to host an Evensong Service and reception with Madeleine Albright on September 25. The event attracted members of the Washington D.C. area diplomatic community and deepened VTS contacts, but it also provided a marvelous opportunity to showcase for newcomers the special ties our church has with VTS.

In 2017 we plan to host receptions in the spring and fall to continue our outreach to newcomers. John Hogg's family complines have been important in providing a welcoming place for new families that directly involves worship, and the Newcomers Committee plans to support John's ongoing efforts. I would like to thank the members of the committee for their help this past year: Wendy and Doug John, Brooke Roberts, Sudie McGahuey Phyllis Sims, Melinda Ashton, Kyras Drasheff, Sheila Iskra and Senior Warden Doug Onley.

Respectfully submitted,

Janice Corbett,
Evangelism and Newcomers Steward

Communications Steward's Report

*This little light of mine,
I'm gonna let it shine
Hide it under a bushel? No!
I'm gonna let it shine
Let it shine, let it shine, let it shine*

As many of us learned in nursery school, we need to let our light shine, shine, shine, and that's exactly what your Communications Committee endeavors to do – to help shine Immanuel's light through time, space, and cyberspace. We do this through a number of means, and hope to add more in the coming year. Please check out our efforts and “like” us on Facebook!

1. Website: www.icoh.net

Webmasters: Content-Brooke Roberts (brookeroberts2001@yahoo.com);
Platform - Hance Haney (hancehaney@gmail.com); **Functionality - John Bednar** (john.l.bednar@gmail.com)

2. Facebook – Like us!

The image displays three screenshots of Facebook pages for Immanuel Church-on-the-Hill, Alexandria.

Top Screenshot: Immanuel Church-on-the-Hill, Alexandria Group Page
This is a Facebook group page. The header shows the group name and navigation options. The main image is a church sign for "IMMANUEL CHURCH-ON-THE-HILL Episcopal". Below the image are tabs for "Discussion", "Members", "Videos", and "Photos". A yellow circle highlights the "Add Photo / Video" button in the post creation area. The page also shows "ADD MEMBERS" and "MEMBERS" (115 Members) sections.


Middle Screenshot: Pumpkin Patch at Immanuel Church on the Hill Page
This is a Facebook page for a specific event. The main image shows a large field of pumpkins. The page includes a "Home" tab, navigation options, and a post from October 31 at 6:05pm that says "Thank you everyone for another successful season!". It also shows engagement metrics like "315 people like this" and "196 people have been here".

Bottom Screenshot: Immanuel Church-on-the-Hill Main Page
This is the main Facebook page for the church. The header shows the church name and navigation options. The main image shows three men in clerical vestments. The page includes a "Home" tab, navigation options, and a post from September 6, Alexandria, that says "Summer has come and gone and we're gearing up for the new church program year. Tomorrow, Sept. 7th, we resume our weekly evening Eucharists Wednesdays at 8:30 p.m. in Zabriskie Chapel at 3606 Seminary Road in Alexandria, VA 22304. Come join us!". It also shows engagement metrics like "390 people like this" and "886 people have been here".

Contact: Candy Levin (The_Levins@verizon.net)

3. Direct to Parish:


a. Almond Tree



THE ALMOND TREE

Immanuel Church-on-the-Hill

The Rev. J. Randolph Alexander, Jr., Rector
The Rev. David M. Crosby, Associate Rector
Jennifer Addington, Editor



November 1, 2016

"I said to the almond tree, 'Sister, speak to me of God.' And the almond tree blossomed." Nikos Kazantzakis

What I overheard at McDonald's. . .

I decided to go to McDonald's for a Breakfast treat, (specifically oatmeal, hash browns, and coffee, if that helps to set the context). As I was standing in line I heard the man next to me talking to another man about how his children were preparing for Confirmation (yes, my Mother taught me not to eavesdrop, but they were speaking fairly loudly, and there was no way to avoid listening, especially when I heard the topic!).

Published: Bi-weekly

Contact: Jennifer Addington , Parish Administrator (jaddington@icoh.net)

b. Parish Notes (enclosed in weekly bulletin):

Immanuel Church-on-the-Hill

Parish Notes, October 30, 2016

IN THE NAME OF CHRIST we welcome you to Immanuel Church-on-the-Hill! Immanuel is an Episcopal Church in the Diocese of Virginia, and is part of the world-wide Anglican Communion. Immanuel was founded by the Virginia Theological Seminary, and we are now proudly celebrating our 75th anniversary of becoming a parish. We are one parish that worships in two locations, in Zabriskie Chapel (3606 Seminary Road) and in Immanuel Chapel (3737 Seminary Road) on the Seminary grounds.

A fully-staffed nursery is available for those parents who would like to take advantage of this ministry. An usher would be happy to assist you in making your children comfortable and welcome.

Please join us after the services for coffee and give us an opportunity to meet you. From mid-September through May we also offer adult education and Sunday School opportunities.

On this Lord's Day may the God of hosts most gracious, God the Son who saves us, God the Spirit placed upon us be with you always.

PASTORAL CARE CORNER: Please remember these parishioners in your prayers: Chris Stanek, Mary, Nancy Kelly, Morgan, Catherine Sinclair, Natalie Doyle-Hennin, T.J. Storch, Nancy Wise, Julien Randolph, Bill

Published: Weekly

Contact: Jennifer Addington , Parish Administrator (jaddington@icoh.net)

c. This Week at Immanuel Church-on-the-Hill



DECEMBER 4, THE SECOND SUNDAY OF ADVENT
7:45 a.m., Holy Eucharist, Rite I, Zabriskie Chapel
9:00 a.m., Holy Baptism and Children's Eucharist, Rite II, Zabriskie Chapel
10:15 a.m., All Parish Coffee, Fellowship, Zabriskie Parish Hall
10:30 a.m., Circle of Quiet, Upper Room
11:15 a.m., Holy Baptism and Holy Eucharist, Immanuel Chapel

Morning Prayer is said every Monday-Friday at 9:30 a.m., in Zabriskie Chapel

Published: Weekly

Contact: Brooke Roberts (brookeroberts2001@yahoo.com)

d. News from Immanuel Church-on-the-Hill



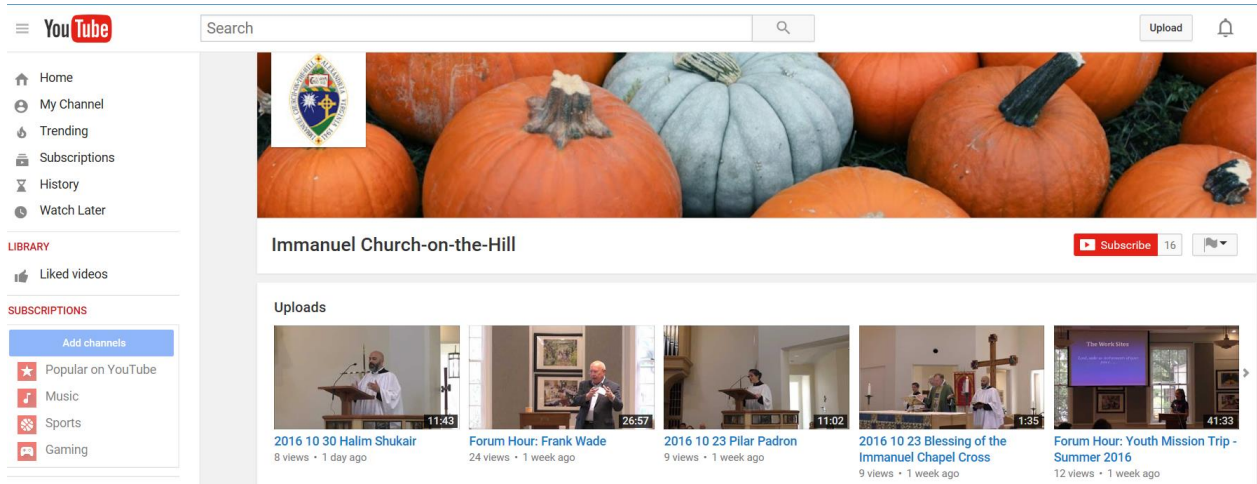
THE SCHEDULE FOR ADVENT AND CHRISTMAS AT IMMANUEL

December 18, The Fourth Sunday of Advent
7:45 a.m., Holy Eucharist, Rite I, Zabriskie Chapel
10:30 a.m., Lessons and Carols with Holy Eucharist, Immanuel Chapel
11:30 a.m., Fellowship and Coffee Hour
11:45 a.m., Circle of Quiet, Octagon Room, Immanuel Chapel
1:00 p.m., Pageant Rehearsal, Immanuel Chapel
5:00 p.m., Family Night, Parish Hall, Upper Room and classrooms

Published: Episodically

Contact: Brooke Roberts (brookeroberts2001@yahoo.com)

4. YouTube



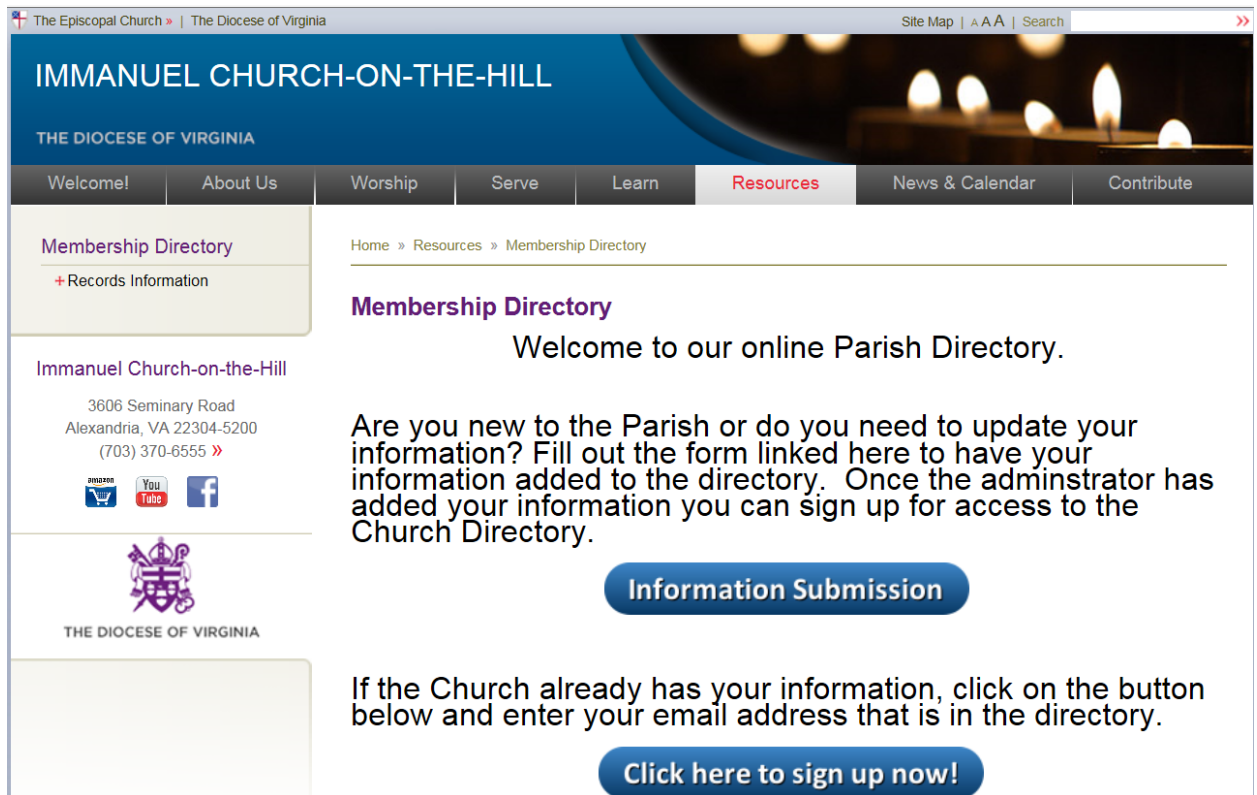
The screenshot shows the YouTube channel for Immanuel Church-on-the-Hill. The channel name is at the top, followed by a 'Subscribe' button with 16 subscribers. Below this is a section titled 'Uploads' with five video thumbnails. The first video is '2016 10 30 Halim Shukair' (11:43, 8 views, 1 day ago). The second is 'Forum Hour: Frank Wade' (26:57, 24 views, 1 week ago). The third is '2016 10 23 Pilar Padron' (11:02, 9 views, 1 week ago). The fourth is '2016 10 23 Blessing of the Immanuel Chapel Cross' (1:35, 9 views, 1 week ago). The fifth is 'Forum Hour: Youth Mission Trip - Summer 2016' (41:33, 12 views, 1 week ago).

Sermons ... Forum Hours ... Anthems ...

Uploaded: Weekly

Contact: John Bednar (john.l.bednar@gmail.com)

5. Parish Directory:



The screenshot shows the website for Immanuel Church-on-the-Hill, part of The Diocese of Virginia. The page has a blue header with the church name and a navigation menu with options like 'Welcome!', 'About Us', 'Worship', 'Serve', 'Learn', 'Resources', 'News & Calendar', and 'Contribute'. The 'Resources' menu item is highlighted. Below the navigation is a 'Membership Directory' section with a '+ Records Information' link. The main content area has a heading 'Membership Directory' and a welcome message: 'Welcome to our online Parish Directory. Are you new to the Parish or do you need to update your information? Fill out the form linked here to have your information added to the directory. Once the administrator has added your information you can sign up for access to the Church Directory.' Below this is a blue button labeled 'Information Submission'. At the bottom, there is another message: 'If the Church already has your information, click on the button below and enter your email address that is in the directory.' followed by a blue button labeled 'Click here to sign up now!'.

Search for other members, and then email, call or text right from the mobile directory app!

There are now several ways to view the Parish Directory.

1. Go to the website on your computer and login to view the directory.

<https://members.instantchurchdirectory.com/directory>

2. Download the app for your mobile device.

3. Download the PDF edition.



(pdf file requires a password that can be obtained from the administrator)

Submit a photo of your family to be included in the directory.

Submit your own Photos!

(photos have to be approved by the administrator before they appear).

[Update your information by using this form.](#)

Where to download the app.

Now available on your iPhone,™ iPad,™ iPad Mini,™ Android devices™ and Kindle Fire!™

Click on a button below to view and download the app for your mobile device.



Updated: Ongoing

Contact: On-line or Jennifer Addington (jaddington@icoh.net)

Special appreciation goes to our wonderful parish communications team, without which you'd never hear anything about what this incredibly vibrant parish is doing! Hance Haney, Brooke Roberts, Candy Levin, John Bednar, and the AV volunteers.

Opportunities in 2017 – and teens, this includes you:

- Do you like messing around with AV equipment? Wonder what's up with John and his iPad in the back of the chapel? Wonder how forum hours are magically beamed from Zabriskie up the Hill? John Bednar is still looking for volunteers to support our growing AV ministries.
- Are you a Hipster who knows Facebook is so yesterday? Are you conversant with Twitter, Instagram, and all of the latest and greatest social media? We need you to help the Communications Committee grow Immanuel's social media presence.

Respectfully submitted,

Dorothy Kellogg,
Communications Steward

75TH ANNIVERSARY

The kick-off celebration of our 75th year as a parish on Sunday, May 8 (“Founders Sunday”) – organized by Connie Kurz and the hospitality committee – was a terrific success with the Right Reverend Katharine Jefferts Schori confirming seven youth during the 10:30 service.

In September, Senior Warden Doug Onley unveiled the 75th anniversary logo to the parish on Homecoming Sunday and kicked off the sale of new coffee mugs sporting both the Immanuel Seal and 75th anniversary logo. The mugs are used at coffee hours and are still available for purchase. The logo was the work of the heraldic artist who designed our parish seal with input from Doug, Hance Haney, Rev. Randy Alexander, Rev. David Crosby and John Bednar.

Celebration of our 75th anniversary will continue through Trinity Sunday 2017 (June 11) with a variety of events including visits from former rectors, a 1940’s parish dance, and a special performance of Haydn’s *Creation*.

Many thanks to the 75th Anniversary Committee: Tom & Debbie Hewson, Marcus Rarick, Hance Haney, Karen Besser, Sudie McGahuey, Martha Manson, Bill Kilpatrick and Doug Onley.

Stewardship and Planned Giving Steward's Report

During 2016, the Stewardship and Planned Giving Committee included Susan Gilbertson, Hance Haney, Doug Henry, Doug John, Kerry Kelly, Bill Kilpatrick, Jackie Phillips, and Rev. Randy Alexander. The Committee was again most ably chaired by Kerry Kelly. The Committee's Vestry Steward, Tom Brown, also served as a full Committee member.

Planned Giving and The Zabriskie Society. Early in the year, the Committee resolved again to give renewed emphasis to the subject of planned giving and to The Zabriskie Society that recognizes parish members who have made bequests to the parish in their estate planning. The Committee worked to update The Zabriskie Society membership list. To raise the visibility of the Society, current members of the Society were asked to approve adding the words "Zabriskie Society" to their parish nametags. Finally, updated plaques recognizing the names of current Society members were placed in the narthex of the Zabriskie Chapel and in its parish hall.

Planned Giving Brochure. The Committee again published a Planned Giving Brochure that described the types of planned gifts and the following three funds that might receive bequests: The Endowment Fund; the Callaway Fund and The Memorial Garden Fund. The same information may also be found on Immanuel's website.

Proposed New Trust Structure. The Vestry and the trustees of the Endowment Trust, the Callaway Trust and the Memorial Garden Trust accepted the recommendation of the Episcopal Church Foundation that the church's current three trusts be consolidated into a single trust ("Trust Fund") to be governed by a single Board of Trustees. The funds in each current trust will become sub-funds in the new trust and the purposes for which those funds can be spent will remain the same. Because of the amendment procedures under two of the existing trusts, the new consolidated trust would not become effective until it receives a two-thirds vote of the 2017 Vestry in November of 2017. Meanwhile, the trusts will continue to operate as they have in the past.

Pledge Drive Campaign. Under a theme of "Walking in Love", the annual pledge drive campaign began on October 9th. Parishioner testimonials were given at Sunday worship services on the importance of pledging in their personal faith experience. A well-attended Choral Evensong and Harvest Dinner were held at the Immanuel Chapel and the VTS Refectory on November 5th. In order to save postage expenses, parishioners were again asked to pick up pledge packets at church services.

Amazon Associates. The Committee reminds the parish that it is now possible for church members to generate income for the church by using the Amazon Link on the ICOH.net website when ordering items from Amazon that they would otherwise order directly from Amazon. There is no additional charge by Amazon to any parishioner who uses the Amazon Associates link.

2017 Pledge Campaign Results. As of January 19, 2017, 166 pledges have been received for a total of \$579,406. There remain a number of active parishioners who have not yet pledged. This means that the Vestry again had to construct a budget based on estimates of pledges yet to be received and of non-pledge income. The Vestry expects that additional pledges will be made later this year. Approximately 30% of all pledges were made online at ICOH.net. Additionally, more parishioners are meeting their financial commitments to the parish electronically through bank transfers, e-checks or debit/credit cards.

In conclusion, the Committee is pleased to recognize and thank the following parishioners who have pledged thus far for 2017:

The Rev. Randy Alexander
The Rev. Patricia Phaneuf Alexander
Gerry & Eve Anderson
Elizabeth Arnold
Brad & Melinda Ashton
David Atwood & Nancy Reuschel
David & Jill Baird
Paul & Diana Beckmann
John Bednar
Richard & Judy Bednar
Caroline Bergmark & Francine Wargo
Karen Besser
Opal Beverly
Andy Biache
Andy & Alisa Biache
Benjamin Bridges
Tom & Sally Guy Brown
Dennis & Julie Bruns
Scott Bunn
Philip Burge
Gary & Mary Ashton Campbell
Hugh & Jan Campbell
Cynthia Caples
Tony Christino & Adrienne Goins
Leif Christoffersen
Jim and Lisa Clausen
Adam & Laura Cohn
James & Kathy Conrad
Mary-Jo Cooney
Franc & Rebecca Cooper
Janice Corbett
The Rev. David and Chrissie Crosby
Carol Crossmire
Tom & Carrie Cuddy
Randall & Callie Curtis
Bette Davis
Gary & Mei Lung DeVight
The Rev. Bill & Shirley Dols
Linda Donahue
Natalie Doyle-Hennin
Jennifer Eckel
Dotty Eisenhour
Jeannie Cummins Eisenhour
Tony & Kristina Ellis
Jeremy & Erika Enright
Mark Fearer
Sara Fein
Katherine Ferguson
Pat Flagg

Jane Flinn
Barbara Fornoff
Aggie Fortune
Bill & Lisa Frye
Francois & Lynn Gas
Jeff & Ellen Gehrs
Susan Gilbertson
Rick & Sarah Glassco
Annie Goldsmith
Nicholas & Jennifer Greiner
Hance & Michiko Haney
Thomas & Stephanie Harris
Matt & Kathryn Haskin
Doug Henry
Tom & Debbie Hewson
Dick & Kay Hobson
Jesse Holcomb & Hillary Scholten
The Rev. Ruthanna Hooke & Judy Adkins
Suzanne Houck
Taylor Houck
Rollin & Ann Huntington
Thomas Hussey
David & Marianne Ingold
Wayne & Sheila Iskra
David & Wendy Lane John
Doug & Wendy John
Gordon & Frances Johnson
Ginny Johnstone
Keith June
Dorothy Kellogg
Dan & Nancy Kelly
Kerry Kelly
Bill & Margaret Kerekes
Susan Kernan
Tom & Roz Kerns
Bill & Susan Kilpatrick
Steven King
Kevin Kirby & Eileen Monnin-Kirby
Barbara Kirkland
Jim and Connie Kurz
David & Mollie Lambert
John Lansing
Canice Levin
Len & Sue Lynch
The Rev. Jan & Georgia Maas
Katherine Maas
Marcia MacDonald
Jessie Ruth MacLeod
Ann MacNamara

Martha Manson
Mia & Ken Mason
Chandley McDonald
Ken McDonald
Robert & Kendrah McDonald
Mike & Sudie McGahuey
Shirley McKinley
Michael & Christine Michaelis
Bryant & Madeleine Mitchell
Gertrude Mitchell
Kitty Montie
Holly Morton
Bob & Carla Murray
Kathleen Norton
Renee O'Brien
Celia Ochs
Faith Olson
Doug and Kameran Onley
Will & Paige Packard
Ollie Patton & Biz Van Gelder
Doug and Eloise Payne
Betsy Perkins
Jean Peyton
Jackie Phillips
Everett & Susan Post
Barbara Ramsdell
Julien & Mable Randolph
Marcus Rarick
Mary Ann Rehnke
Michael Reinemer & Lisa Siegrist
Stefanie Reponen
Brooke Roberts
Marda Robillard
Chris & Carrie Rodriguez

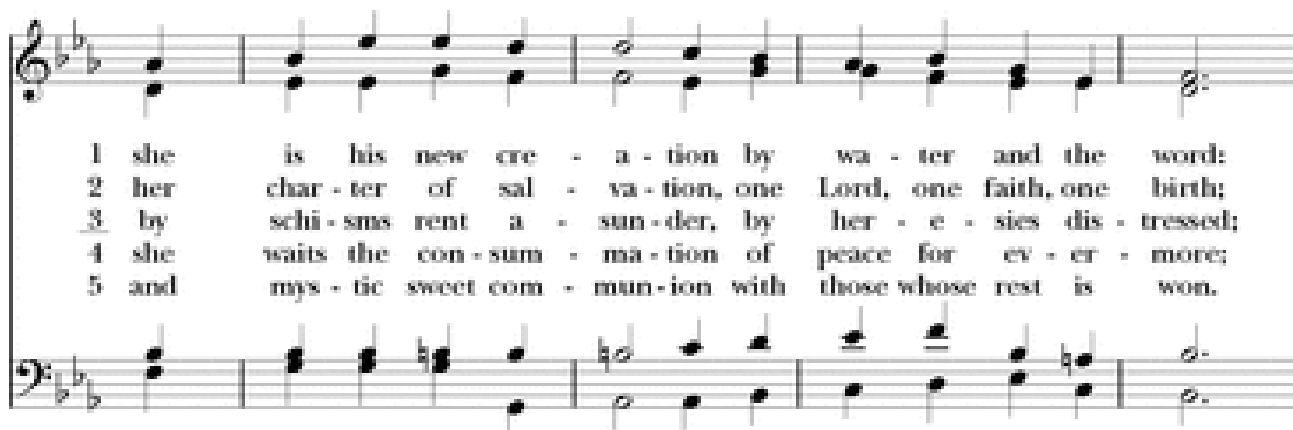
Tony & Patsy Rogers
Mary Jane Ruhl
Tim & Martha Sedgwick
Linda Serabian
Tom & Martha Shimkin
Pierre and Hilary Shostal
Halim Shukair
Dodd & Phyllis Sims
Stewart & Teresa Skubel
The Rev. John & Louisa Smucker
Paul Smyth & Denise Freeland
Jim & Laura Snow
Dagobert & Lissa Soergel
Agnes Soos
Catherine Stanish
Kevin & Allison Switaj
Bobbie Thomas
Rosi Urbine
Chris von Schoening
The Rev. Frank Wade
Karen Walker
Michael & Diana Walker
Betty Wanamaker
Mollie Warner
Kevin & Hartley Wensing
Jeremy & Margaret Whelpley
Susan Wiard
Charles & Pamela Willard
Darrell and Leah Wilson
Jim & Nancy Wise
Steven & Anna Woodward
Teddy & Lindsey Yates
Brian Young & Katherine Smith

Respectfully submitted,

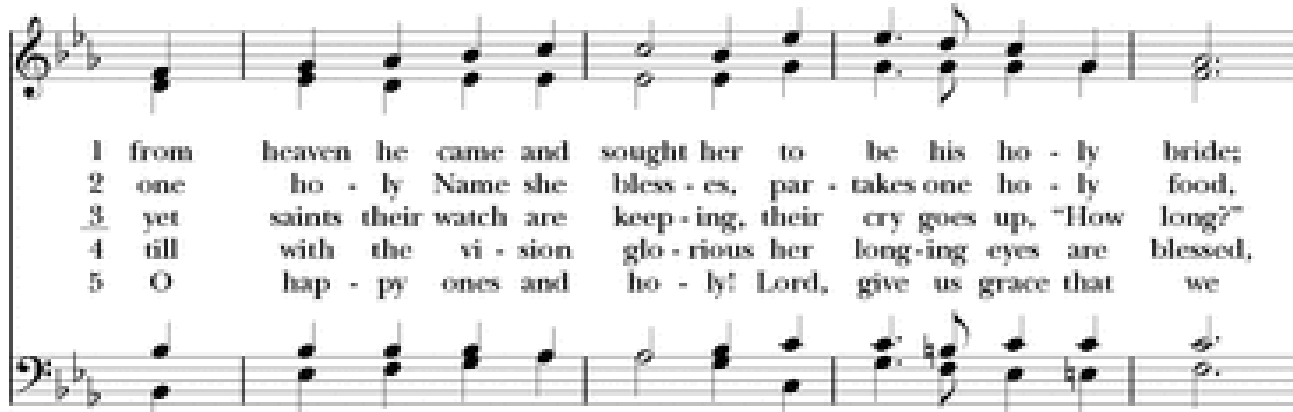
Tom Brown
Steward for Stewardship and Planned Giving



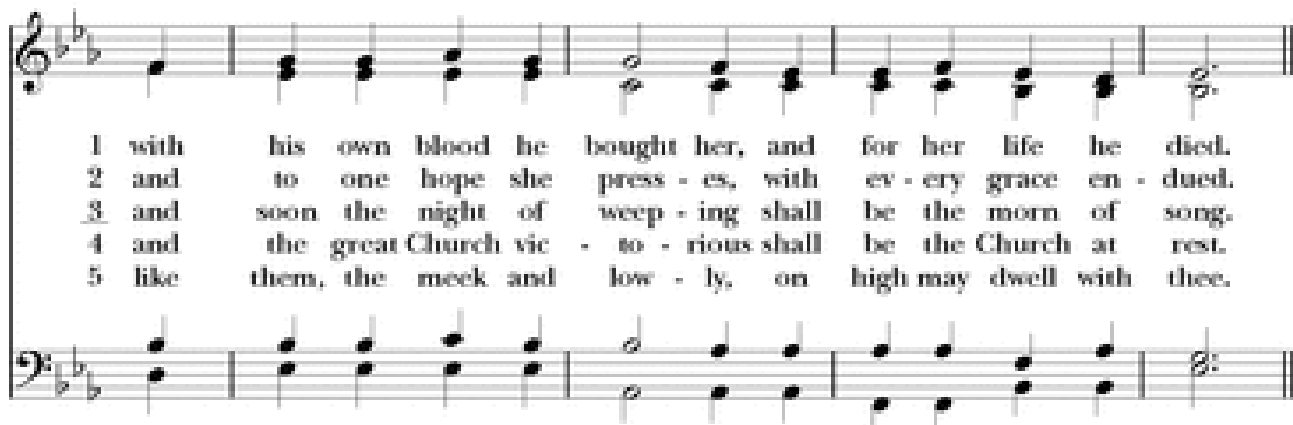
1 The Church's one foun - da - tion is Je - sus Christ her Lord;
 2 E - lect from ev - ery na - tion, yet one o'er all the earth,
 3 Though with a scorn - ful won - der men see her sore op - pressed,
 4 Mid toil and tri - bu - la - tion, and tu - mult of her war
 5 Yet she on earth hath un - ion with God, the Three in One,



1 she is his new cre - a - tion by wa - ter and the word:
 2 her char - ter of sal - va - tion, one Lord, one faith, one birth;
 3 by schi - sms rent a - sun - der, by her - e - sies dis - tressed;
 4 she waits the con - sum - ma - tion of peace for ev - er - more;
 5 and mys - tic sweet com - mun - ion with those whose rest is won.



1 from heaven he came and sought her to be his ho - ly bride;
 2 one ho - ly Name she bless - es, par - takes one ho - ly food,
 3 yet saints their watch are keep - ing, their cry goes up, "How long?"
 4 till with the vi - sion glo - rious her long - ing eyes are blessed,
 5 O hap - py ones and ho - ly! Lord, give us grace that we



1 with his own blood he bought her, and for her life he died,
 2 and to one hope she press - es, with ev - ery grace en - dued,
 3 and soon the night of weep - ing shall be the morn of song,
 4 and the great Church vic - to - rious shall be the Church at rest,
 5 like them, the meek and low - ly, on high may dwell with thee.