

Annual Report 2018



Immanuel Church-on-the-Hill

Immanuel Church-on-the-Hill
Episcopal/Anglican
Alexandria, Virginia

ANNUAL PARISH MEETING
Sunday, January 27, 2019 , 10:00 a.m.

AGENDA

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Immanuel Church-on-the-Hill
77th Annual Meeting
February 4, 2018
Minutes

Invocation and Welcome. The Reverend J. Randolph Alexander, Jr., Rector, opened the meeting with prayer.

Approval of the 2017 Annual Meeting Minutes. Tom Hewson motioned to approve the 2017 Annual Meeting Minutes. Everett Post seconded the motion, and they were approved.

Incoming Vestry members. The Rector introduced five candidates for Vestry service, four coming in for three-year terms, (Keith June, Chandley MacDonald, Hartley Wensing, and Jamie Conrad) and Martha Shimkin, who would be completing the final year of Bill Kilpatrick's term. This slate was elected by acclamation.

Outgoing Vestry members. Fr. Randy thanked the four outgoing Vestry members; Everett Post, Tom Hewson, Dorothy Kellogg, and Tom Brown.

Outreach Committee. As they prepared to move away, Jim Wise thanked Everett and Susan Post for their dedicated service in outreach-related areas.

The Rector highlighted some areas of Parish life:

2017 Staff changes—the retirement of Jennifer Addington and the resignation of the Rev. David Crosby, along with the new Parish Administrator, Aleta Powell, and the calling of the Rev. Rachel Rickenbaker to be the new Assistant Rector
John Hogg's upcoming ordination;
the International Anglican Congregation, as an outreach and evangelistic effort
the Immanuel 75th Anniversary Celebrations, which included all living former Rectors;
our faithful and talented Choir;
the community witness of this parish, including towards our tenants;; and
completion of the 2016 audit.

Warden Report. Tom Hewson announced:

All stewardship programs were reviewed in 2017 for what worked and what did not;
a communication policy has been adopted and the website has been remodeled and updated;
a new facility rental agreement for outside users of parish spaces;
a consolidated framework for the Immanuel trusts;
thanks to John Hogg for Youth Ministry; and
thanks to Jeannie Cummins Eisenhour for Senior Ministry.

Treasurer Report. Laura Snow shared:

2017 pledge income was \$622,000, which exceeded the budgeted goal of \$600,000;
the budget for 2018, which includes a budgeted pledge goal of \$650,000
the full audit of 2016 found Immanuel to have strong internal controls, and had no recommendations for areas in need of improvement;
three gifts came to Immanuel from estates in 2017; and
the congregation is encouraged to include the parish in their estate planning.

Assistant Rector: The Rev. Rachel Rickenbaker named how good it was to be back serving at Immanuel, after having been a seminarian here. She thanked the parish for the warm welcome she had received, and spoke of the joy in getting to know parishioners much better.

Director of Music: Dr. Jane Tavernier spoke of the great joy in helping to lead the praise of God at Immanuel, and what a privilege it is to serve here.

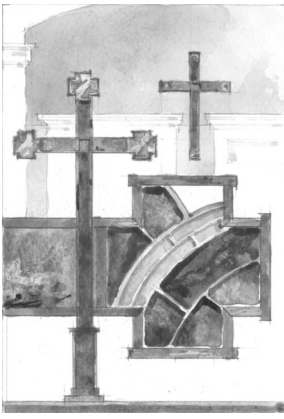
Director of Children, Youth, and Family Ministry: John Hogg listed some of the accomplishments for the youth and children's ministry areas, thanked parents for their support, and spoke of the deepening of the culture of support for the children and youth of the parish, along with their parents.

Grace and Gratitude

Father Randy – for the Stewardship Committee and Kerry Kelly, its chair
for The Rev. Halim Shukair's ordination; and
for the upcoming 2018 Holy Land pilgrimage
for Brooke Roberts' volunteering in the office;
for all Immanuel Priests Associate

Rick Glassco – for Will Packard's ordination
The Rev. John Smith – for the pastoral care he had received
Eileen Kirby – for the memories of Bill Frye

Respectfully submitted,
Mark Fearer
Register



THE RECTOR'S REPORT

"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation."

2 Corinthians 5:18-19 NRSV

The above quote from St. Paul seems to be a pretty good summary of the work of a parish Church. We are called to celebrate the work of reconciliation God in Christ has accomplished, as we join together as followers of Jesus in carrying on that work of reconciliation. That is what we have aimed to do this year in our worship, through our outreach, and in the pastoral care we offer one another. It permeated our education and formation work, our stewardship, our fellowship, and our care of the resources God has placed within our hands. The goal of advancing and deepening relationships with God and with one another gave shape and focus to our welcome of newcomers and our efforts in evangelism, and to our youth and senior activities. These are just some of the things Immanuel, and any parish Church, is called to do. We tried, through God's grace, to pursue each and all of these faithfully, and so many more, in 2018. We posted continued gains in our stewardship campaign for 2018, and attendance remained strong.

This year saw quite a few deaths within the parish, in many cases of folks who had made a profound impact upon this parish, and their loss remains with us. We also saw others who had made lasting impact move away, and we miss them, as well. We were also blessed to welcome quite a few newcomers, who have begun to find a spiritual home at Immanuel.

As you probably know, we suffered an extensive flood in many of the offices and classrooms of Zabriskie Chapel at the end of May. This was a major disruption in many directions, from time involved in the cleanup and reconstruction, to the inevitable drain on the budget. By God's grace, and reflecting the strength of this parish, our folks rallied and held a fundraiser, drawing upon comparison between Noah's Flood and our own. The initial goal was \$10,000, and the event raised over \$36,000. So much credit goes to Jeannie Cummins Eisenhour, Dani Kauffman, and Martha Shimkin, who coordinated the whole evening. Much other credit goes to John Bednar, our Resources Steward from the Vestry, and Tom Kerns, who worked with contractors and plans and various forms of water remediation.

The parish also enjoyed many blessings this year. We saw this year the Ordination to the Diaconate and the Priesthood of our own John Hogg, and these were both joyful, inspiring occasions. It has been a long journey for John, and I was so proud to see the ways in which Immanuel journeyed right with him. Our choirs gave rousing offerings of worship and praise, and the Pumpkin Patch had its best year ever as we celebrated its 25th anniversary. Quite a few of our folks joined with others from my former parish in an inspiring pilgrimage to the Holy Land in August, and I am grateful to Jim Snow for a lot of administrative work that supported the pilgrimage. Our group of tenant organizations that meets here at Immanuel has continued to grow and they now contribute a larger share towards our operating budget, while also bringing more of the community to Immanuel.

I thank especially those Vestry members who are completing their terms: Jeannie Cummins Eisenhour, who stepped up on very short notice to serve wonderfully as Senior Warden, following the tragic death of Bill Kilpatrick; John Bednar, who served faithfully as our Resources Steward, Janice Corbett, who brought passion and creativity to our Newcomers and Evangelism ministry, and Martha Shimkin, who filled a one-year unexpired term and served as an excellent Children, Youth, and Families Steward.

A special word (or several words) of thanks go to our outgoing Treasurer, Laura Snow. Laura showed diligence, professionalism, and loving care for the finances of this parish, going far beyond the call of duty. Her work was inspiring, in the service of God and this community. Please thank her when you see her, and continue to do so! We are also blessed, indeed, in that Eve Anderson has taken up duties as our new Treasurer, and she is already bringing her own loving, faithful service.

A lot of God's work in this place is accomplished by our talented and capable staff, and I thank them all for their ministry. They are: the Rev. Rachel Rickenbaker, the Rev. John Hogg, Ms. Aleta Powell, Dr. Jane Tavernier, Mr. Stuart Dahlinger, Ms. Lisa Schwendenmann, Ms. Gilma Balcarcel, and the Rev. Peter Gachira. I also thank Brooke Roberts, who serves as a volunteer in the offices most Thursdays, and who coordinates our weekly e-blast and much of the work on the webpage. Agnes Soos also began volunteering this year, usually serving on Mondays and Wednesdays, and we are grateful for her service. Our seven Priests Associate also brought so much to our common life this year, as they gave of their time, wisdom, and gifts for ministry.

We said goodbye to our beloved seminarian, the Rev. Halim Shukair, and wished him well in his new ministry as Curate and Diocesan Missioner for Arab-Americans, at Christ Episopal Church, Dearborn, Michigan. We then welcomed our new seminarian, the Rev. Deacon Stephen Crippen, as he began his learning and service among us and started meeting with his new lay committee of parishioners.

The International Anglican Congregation of Immanuel continued as an experimental outreach to many international Anglicans in the greater Washington area. The congregation was especially proud to welcome the Rt. Rev. Joel Waweru Mwangi, Anglican Bishop, Diocese of Nairobi — and his wife, Tabitha — for a special service in July. We will be evaluating the need, calling, and sustainability of this new outreach during the course of this year.

We were called this year to begin offering Gospel hospitality to our brothers and sisters from the Church of the Resurrection, as they began sharing space with us at Immanuel Chapel while their building is under construction. Their presence has already presented opportunities for joint Bible study and fellowship, and we will see what further ventures God envisions for us.

I was proud to represent Immanuel as a member of the Standing Committee of the Diocese, along with chairing the Committee on the Priesthood, and serving as a Deputy to General Convention from the Diocese of Virginia.

We all know this is not an easy time in our national life or, indeed, in our world. I am so glad, grateful, and humbled by the fellowship we share, in Jesus' name. I am more and more convinced that we are called to share what we have with a world so obviously in search of meaning and purpose, seeking forgiveness and grace that only God can provide. May we never take what we share for granted, and may we redouble our efforts in proclaiming the Good News far and wide!

Faithfully,

Randy

The Rev. J. Randolph Alexander, Jr.
Rector



With the Rev. John Hogg and Bishop Ted Gulick at John's ordination



ASSISTANT RECTOR'S REPORT

Dear Sisters and Brothers in Christ,

As I contemplate this past year with you all at Immanuel, I am immensely grateful for this community and for the love and grace you have given. It was a year of many changes for James and me, with the birth of our daughter Eleanor and adjusting to a new way of life, and we have appreciated all your support. I remember saying last Holy Week, "Being pregnant and getting through Holy Week is no joke!" and that was the truth. Yet, I knew all would be well through my pregnancy and maternity leave because of the support of this parish, the rector, staff, and other clergy.

Furthermore, with James's recent scary bout of shingles, not a week has gone by where someone has not asked me about his progress and recovery. So first and foremost, I say a thank you for your constant prayers and care for the Rickenbaker family. We certainly have felt your prayers surrounding us in this past year. Prayer is an essential part of the Christian faith, as it is the means by which we communicate with God. In his first letter to the Thessalonians, Paul says, "Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you." Over the past year, I have realized the great power in praying together, especially over the particular needs of the parish. The Pastoral Care Committee at Immanuel is a committed and compassionate group of individuals who monthly pray over those in particular need of prayer and discern ways to reach out to them in love. This year, we have added several parishioners to the committee, trained new Lay Eucharistic Visitors, and brainstormed new ways to share Christ's love with our members in need. If you are interested in being a Eucharistic Visitor or helping provide pastoral care in other ways, please don't hesitate to let me know.

Also this past year, prayer has influenced our discernment in how to reach out to the community. At the last Vestry retreat, I was given the responsibility of overseeing the Communications Committee, something for which I was excited. I have realized evangelism is not just *verbally* telling people about the good news of God in Christ; it can also be done through other means, like the church website or our Facebook page. I have thoroughly enjoyed working with the Communications Committee and am always amazed at how a meeting that starts off with a basic agenda can turn into a whole list of new and creative ideas. We have been more intentional about what is posted and how it appears on our website and social media accounts, and we welcome feedback in the days and months ahead of how we might be even more accessible for long-term parishioners, newcomers, and seekers.

It has been a joy to work with the Newcomers' Committee, as we have prayed over ways to be more welcoming and to better connect new and "new-ish" members into the life of the parish. From Immanuel 101 to the Ice Cream Social, the committee worked to reach out to those who wanted to find out more about Immanuel and our journey of faith together as a Church. I hope to be able to dedicate more time to this committee in the new year and to continue to discern ways of being more welcoming and connecting for those seeking a spiritual home.

Father Randy and I continue to seek new topics for teaching and helping us all to grow more deeply as disciples of our Lord Jesus Christ. Last Lent, we led a Sunday morning study on the Spiritual Disciplines, discussing ways, from fasting to confession, by which we can grow in our relationship with God. We also led a book discussion on C.S. Lewis' *Mere Christianity*, which brought up great and deep conversations on what it really means to be a Christian. On All Saints' Sunday, we held a forum titled, "Saints: Disciples Past and Present" and explored the lives of five different men and women who have modeled the life of Christian discipleship. Then, this past Advent, we led a Sunday morning study seeking to answer pertinent questions of our faith about "who is God, why is there evil in the world, what has God done about the evil in the world, and what do we do about the evil in the world?" On Wednesday mornings

in Advent, we met to study the Book of Galatians, to see just why Paul thought circumcision was not absolutely necessary and how that all translates to our life today. Further details are to come on upcoming Adult forums and Lenten studies.

As they prayerfully discern their relationship with Jesus Christ and the Church, the Confirmation class has been a wonderful group with whom to work. (Father Randy, Father John, and I have been sharing the teaching). We have eight youth currently in the Confirmation class, and we look forward to a February 10th Confirmation date. I ask that you please hold them in prayer over the next few months.

I am thankful this year for the blessing of working with new clergy. With the Ordination to the Priesthood of my friend and brother in Christ, the Rev. John Hogg, and the addition of our new seminarian, the Rev. Deacon Stephen Crippen, it has been both fun and challenging to work out the rota of preaching and celebrating on Sundays, Wednesdays, and other feast days. I believe we are truly blessed with the abundance of clergy, including priest associates, at Immanuel. It has been a great gift to be able to celebrate several Baptisms and a wedding this past year, as well as preside over a funeral and committal. I am reminded constantly what a privilege it is to celebrate and administer the Sacraments in our church.

As we look ahead in the new year, I encourage each of you to pray about the ways the Spirit is leading us forward in this day and time. It is easy to be pulled to and fro by the whims of work and life, but true discernment calls us to hold our hands open before God and to ask what it is we, you, and I are called to do at this time. We are reminded in Ecclesiastes 3 that there is a season for everything. How might we be more intentional in this year in how we respond to our Lord's call upon our lives? If there's a ministry you've been hesitant to join but toward which you continue to be drawn, pray about how God might use you in a new way. If you've been overstretched by saying yes to every ministry, pray about the ways your gifts can be best used to the glory of God. I pray that in this year ahead, we, together, grow more deeply in the knowledge and love of Jesus Christ and of one another in this community.

In Christ,

Rachel

The Rev. Rachel Rickenbaker



The Rev. Rachel Rickenbaker with her six-month-old daughter, Eleanor.

CHILDREN, YOUTH, AND FAMILY (CYF) REPORT

The Rev. John Hogg



As you will notice in the CYF vestry steward's report, 2018 was truly another incredible year. The year's success is yet another testament to the wonderful community we are blessed with at Immanuel. I would like to acknowledge the extraordinary efforts and enthusiasm of so many of our staff and fellow parishioners. I would like to thank in particular our Parish Administrator, Aleta Powell, for all of her incredible administrative support. I am also deeply grateful for our office volunteers, Brooke Roberts and Agnes Soos. Their time and assistance in the office and behind the scenes is an invaluable gift to the entire congregation. Our nursery is a welcoming and safe environment for children because of the tireless efforts of Gilma Balcarcel, and her adult daughter, Eneida Balcarcel. I especially want to thank all of our Sunday school teachers, Godly Play storytellers, EYC and Pre-YC advisors and youth leadership. Their ministry and passionate service to the children, youth, and families of Immanuel will forever shape and improve the future of our church.

There are a number of individuals who have offered their notable gifts of time and service in various ways. They include John Bednar for his limitless help in more ways than can be counted. Leading, organizing and directing our acolyte ministry is nothing short of remarkable, and for that I thank Francine Wargo. Her service and passion for this ministry is an inspiration. For the various special gatherings and events I want to recognize the amazing efforts of: Andy Biache, Caroline Bergmark, Carrie and Tom Cuddy, Mike Eaton, Mike Eckels, Jeannie Cummins Eisenhour, Hartley Hobson Wensing, Rob Johnson, Jim and Connie Kurz, Doug Onley, Kameron Onley, Ally Powell-Switaj, Martha Shimkin, Francine Wargo, Kevin Wensing, Sean Whitman and many, many more for their time and dedication to the CYF ministries. In addition, I wish to convey my deep gratitude to Jen Baker, Roz Kerns, Cameron Hogg, Katherine Mass and Dr. Jane Tavernier for their guidance and leadership of the Angels Choir. Last but not certainly least, I want to thank our clergy and our vestry steward for the CYF Martha Shimkin. Martha is a deep source of optimism and faith and I am thankful for her time. The invaluable insights and support of the Reverend Randy Alexander and the Reverend Rachel Rickenbaker have been instrumental in guiding the direction of the CYF ministries.

On a personal note, I would like to thank the entire congregation for your endless support, faith and love as I approached my eventual ordination to the priesthood. Your dedication to the church's mission and your generosity of spirit will forever shape my priesthood. I will always be grateful for the endless kindness and encouragement this parish has shown for my family and me.

Looking ahead into 2019, I cannot help but to continue my wonder, gratefulness, and enthusiasm for the CYF ministries of this parish. The work we have all done is amazing and continues to be real evidence of the Holy Spirit at work in our community. We have our challenges, but I am optimistic 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

The Rev. John E. Hogg

THE INTERNATIONAL ANGLICAN CONGREGATION ANNUAL REPORT



Introduction

In 2016, a group of Kenyan Anglican Christians came together through home fellowships and identified a need to start an Anglican congregation that would serve the African community and the wider community of faith in the DMV area. Our main objective was to develop and grow a vibrant community that would impact and transform us in our spiritual journey. We envisioned an extension of the Anglican Church in our land, transforming humanity and equipping them to serve Christ, with a mission to empower God's people for holistic ministry inspired by God. In support of this endeavor, the Rev. Randy Alexander extended a hand of friendship and partnership to the Kenyan community and in June 29, 2016 the International Anglican Congregation (IAC) held their first Eucharist service at Immanuel Church-on-the-Hill, in Zabriskie Chapel.

I take this opportunity to thank the Almighty God for indeed He has been our Ebenezer. I wish to thank the IAC for their tremendous support and commitment to this congregation. I also thank Fr. Randy, the past three Vestries, and members of Immanuel Church for providing us worship space and support to run this ministry. Special thanks go to the Diocese of Virginia for the \$5000 grant that defrayed the cost of changing my visa status from a student (F-1) to religious worker's visa (R-1).

This report reflects on pastoral achievements and congregational achievements over the past year. I'll also reflect on the challenges, and how these challenges might be addressed.

By God's grace the International Anglican Congregation has a strong pastoral presence in the D.C area and Northern Virginia. I have had numerous opportunities to practice my ministry by providing pastoral care to the bereaved and the sick in the community. This not only encouraged those to whom we ministered, it also enhanced unity within the Kenyans and Diaspora community, creating opportunity for fellowship, friendship, and mentorship.

We were able to engage in our mission and evangelism activities by inviting IAC parishioners and members of the diaspora community to our home fellowships and revival meetings. These were mainly held in the month of March in conjunction with the visit of Canon Rosemary Mbogo, Provincial Secretary of the Anglican Church of Kenya. We have also engaged the community through our "Chapter a day" Bible study where members are encouraged to study the Bible and interact via *WhatsApp*. This has increased knowledge among members as well as improving our communication.

In addition to our worship services, this year we held special services and events including three baptisms, a thanksgiving service, and the Stand with Congo service during Lent which brought together members from various areas African churches and the Congo community. We have held a combined Mass-on-the-Grass service with Immanuel Church, and participated in the pumpkin patch this year during which we sold Kenyan-made bread and raised some funds to support our ministry.



On Saturday, July 14th we welcomed our Bishop, the Rt. Rev. Joel Waweru Mwangi (Diocese of Nairobi, Kenya), and his wife, Mrs. Tabitha Mwangi, held a special Eucharist service where Bishop Joes served as Guest Preacher and Celebrant, followed by dinner in the parish hall. This service brought together members of clergy at Immanuel Church, members of Immanuel Church and the IAC. This was a great achievement for the IAC and the larger congregation.

Father Peter, Bishop Joel, Father Randy Alexander, Rector and Mother Rachel

Challenges

The main challenges facing our congregation are:

- Financial instability: Most of our members face huge financial burdens and responsibilities which affects their giving to the ministry.
- Low membership: While we have a strong pastoral presence in the community, most of the people are not able to make it to church due to work or lack of transportation. There have been a lot of sacrifices made to meet these challenges, for example, some members have committed to assist those without vehicles by driving them every Sunday.



Canon Rosemary Mbogo

The IAC will address these challenges by:

- a. Developing a stewardship plan to reinvigorate members to be faithful in giving and fundraising, including tithing, special offerings, a special emphasis on the African tradition of the “thanksgiving service” and other donations.
- b. Increasing the visibility of our unique offerings by visiting local churches in the Diaspora community and introducing the IAC church & our services.
- c. Increasing Church growth by 50% (15 families) through continued outreach to members of the African Diaspora and through other social media programs.
- d. Developing and implementing youth and adult formation education programs such as: “Becoming a Christian” (new), “Serving in the Church”, “Inviting others to the Church”, “Choosing/ connecting with the community”, and “Giving Generously.”
- e. Creating Women’s and Men’s social support groups for fellowship, mentorship and accountability.

The Rev. Peter Gachira
Vicar

SENIOR WARDEN'S REPORT

2018 has been full of changes, challenges, and celebrations for our Immanuel community. The year began with six memorial services in three months for treasured members of our parish. Our dedicated clergy provided guidance, assurance and a calming presence and our gifted priest associates offered critical worship support as we absorbed the weight of these losses.

A flash flood in early June then flooded Immanuel's education wing and administrative offices. Flood waters soaked carpets in the main office, and offices of the assistant rector, the rector, and the music director, the office hallway, the preschool hallway, the nursery and a classroom. We cleaned, made repairs and, with the Facilities Committee's guidance, put preventive fixes in place. For example, we replaced drains clogged with silt and roots, installed cleanouts and swapped small grates that filled with pebbles and mulch with larger grates to prevent blockages. We also installed new pavers along the sidewalk to keep the mulch in the playground. The Vestry scraped funds from different programs and the operating reserve in June and July to cover the costs of flood clean-up and repairs, but a hole remained in the 2018 budget. The Vestry formed a committee which organized an event to bridge this budget gap and to honor the first responders. The ensuing flood relief effort raised almost \$37,000 for flood-related activities! We spent approximately \$19,250 of these funds on clean-up and repairs, and the remainder will be expended in 2019 on additional repairs and assessment and planning activities to prevent future water infiltration. The chart below provides details. Special thanks to Martha Shimkin and Dani Kauffman for their outstanding work on the "Floodraiser Committee." Despite these challenges, the Vestry made progress on many of its 2018 goals. Here is a sampling of goals where, thanks to the efforts of staff, Vestry stewards and parish committees, we made headway.

Increasing intentionality in discipleship throughout all Parish programs: we offered special prayer worship services (Thy Kingdom Come worship service/hymn sing and a prayer vigil to end gun violence), an insightful Lenten & Advent series, several instructed eucharists, Altar Guild instruction on setting the Table, and several fora where parishioners shared spiritual testimony (e.g, our veterans and our Holy Land pilgrims).

Overseeing, examining & reinforcing the deepening of discipleship throughout parish life: our Children, Youth, and Family (CYF) programs held a Family Fair and input session in June for feedback on how to increase participation and learning. Sunday School is using a new curriculum that the children enjoy. Children and youth continue to become increasingly more active participants in lay leadership.

Increasing opportunities for "new-ish comers" in key ministries: the Newcomers & Evangelism (N&E) Committee, led by Janice Corbett, held Immanuel 101 in the spring and fall and an Ice Cream Social for newcomers in May. New and "newish" members have made connections with the altar and flower guilds, choir, ushers, audiovisual team and Pumpkin Patch and found ways to share their interests and gifts through these ministries.

Reconnecting with lapsed members: the N&E Committee also contacted individuals and families in the parish directory whom we have not heard from in the past year about remaining in our membership directory. We reconnected with several members and clarified the status of those who no longer attend. An updated parish directory is forthcoming.

Building bridges between parishioners and those who use parish facilities: Dignity USA and Valley Drive Cooperative Preschool joined our EYC BBQ this year, and supported the flood fundraiser. Valley Drive also actively participated in the Pumpkin Patch unloading and staffing daytime shifts.

Increasing ties between the International Anglican Congregation (IAC) and the larger Immanuel community: The IAC participated in joint worship at Mass on the Grass and assisted with Pumpkin Patch unloading. Immanuel supported the IAC's Congolese Solidarity Service and the Rt. Rev. Joel Waweru Mwangi, the Bishop of Nairobi's visit and dinner.

The IAC named Enyonam Tetteh as its Vestry liaison in September. Enyonam attends Vestry meetings, updates the Vestry on IAC's ministry, informs the IAC of parish matters that may impact their activities, and seeks collaborative opportunities for our congregations. The IAC began working towards financially supporting its own activities this year through loose plate collections and fundraising activities (e.g., selling Kenyan samosas and pastries at the Pumpkin Patch), meeting the majority of its collections and fundraising target in 2018. Next year, Immanuel will continue to offer its worship space and equipment, other facilities, administrative support, and office equipment on an in-kind basis, and will provide a fixed contribution to support staffing expenses as the IAC expands its capacity to become a self-sustaining ministry.

Transitioning our treasurer: Laura Snow has given 110% of her time and accounting talent over the past two years as Immanuel's Treasurer, leading us through a turbulent budget process this year with patience and grace. This Vestry is incredibly grateful for her service. We are delighted to announce Eve Anderson will assume the role of Treasurer. Eve has considerable budgeting and management experience in both the government and non-profit sectors. Laura and Eve began working together in October to become familiar with the books, diocesan financial protocol and internal processes. Eve has also had a significant role in developing the 2019 budget and in hiring the new staff accountant who will replace our bookkeeper, Lisa Schwendenman. Lisa has also been an invaluable resource to the parish, and we wish her well on her career path.

Approving new parish bylaws: Thanks to the work of the Bylaws Committee (Sara Fein, Candy Levin, Ken McDonald, Doug Onley, Jim Snow, and Father Randy Alexander), the Vestry approved the Bylaws of Immanuel Church-on-the-Hill in August. The bylaws provide guidance on how the parish is to be organized and governed. They are available at <https://www.immanuel-on-the-hill.org/history.html>. Once the bylaws were enacted, the Vestry elected three parish trustees and two alternate trustees for a five year term. The parish trustees are Jim Snow, Adrienne Goins, and Hance Haney, and the alternate trustees are Tom Brown and Eileen Monin-Kirby. The Circuit Court issued an order appointing these individuals as trustees in December.

Finally, we must celebrate several major accomplishments this year. First, hats off to John Bednar and the Facilities Committee for coordinating the installation of the newly paved and striped parking lot and the wrapping and rehangng of pipes at Zabriskie Chapel, all of which happened in the midst of flood repairs! Second, we lift up the Reverend John Hogg, who became a deacon and a priest in one year while still bringing our children and youth into closer relationship with Christ through fun, inspiring, accessible activities. Third, congratulations to our Pumpkin Patch Committee, which coordinated the most successful pumpkin patch outreach effort in the patch's 25 year history.

A year goes so fast and new challenges lay ahead: how will we replace an aging fire alarm system that is in disrepair? How will we continue to grow our parish, especially as friends move on? This year has taught us that while challenges and changes may slow us, they will not stop us. Rather, we have reaffirmed that, in Christ, we can find abundance even in adversity. Just *"knock and the door shall be opened unto you, Allelu, Alleluia."*

Respectfully submitted,
Jeannie Cummins Eisenhour
Senior Warden



Breakdown of Funds Raised and Expenses Covered from Immanuel’s Flood Relief Effort

TOTAL FUNDS RAISED	\$36,869
2018 Expenses Covered	
Two dehumidifiers	\$ 398
Removing, cleaning, replacing and painting baseboards, removing carpet and laying tile in one classroom, sealing window well	\$6,500
Mold remediation and professional disinfection of staff offices, preschool classrooms	\$2,018
Snaking drains to remove debris	\$ 590
Digging up and replacing clogged pipes on east side of Zabriskie Chapel. Replacing several drain covers with larger grates (including removing and relaying the concrete landing for the drain at the weekday entrance)	\$6,620
Repairing gutters, downspouts and roof at Zabriskie Chapel and rectory	\$1,077
Replacing the window in the lower level boys’ bathroom	\$ 845
Deer block netting to keep mulch in playground	\$ 78
Payment to Valley Drive Preschool to offset damaged school equipment/supplies	\$1,000
Materials to repair stage for flood fundraiser	\$ 128
2018 TOTAL EXPENSES COVERED WITH FLOOD RELIEF FUNDS	\$19,254
2019 Estimated Expenses	
Drainage assessment by civil engineer to identify recommended actions and estimated costs to prevent future water intrusion	\$4,000
Additional civil/structural engineering analyses (if recommended in the drainage assessment above)*	\$5,000
Gutter cleaning	\$ 500
Exterior repairs to southern parish wall and leak at steeple roof	\$3000
Interior repairs to southern parish wall and leak at steeple roof	\$1,000
Preventive repairs at Valley Drive Preschool Office (e.g., install tile floor, shore up retaining wall, install new downspout connected to area drain)	\$3,500
Miscellaneous water infiltration at Chapel and Rectory	\$ 615
2019 TOTAL ESTIMATED EXPENSES COVERED WITH FLOOD RELIEF FUNDS	\$17,615

*if additional analyses are not required, the Facilities Committee will obtain a quote for installation of gutter guards and these funds may be redirected toward this cost.

Clogged downspouts prevented water from draining away from the building.



Roots and other debris blocked drainpipes, causing serious backups.



Workers dig a trench to replace the drainpipes and install cleanouts.



New grates with large holes were installed to facilitate drainage.



JUNIOR WARDEN'S REPORT

At the beginning of 2018, none of us could have possibly imagined what an eventful year it would be. We were blessed to be able to finally re-pave the parking lot, and challenged by flooding of biblical proportions, not to mention a cranky fire alarm control panel. But we came through it all, thanks to the spirit and generosity of our members (although the fire alarm control panel is still an issue).

The treasurer, bookkeeper, accountant and I completed an internal audit that enabled us to confirm compliance with diocesan requirements, and establish that we are a healthy, well-administered parish.

For the eleventh year we teamed with our neighbors at Temple Beth El for the Oral Rehydration Project, and assembled 14,000 packets of ingredients which can alleviate suffering from diseases like cholera.

Our pumpkin patch enjoyed a banner year thanks to the hard work of our members – details of the patch can be found in the Outreach Steward's report elsewhere in this Annual Report.

Immanuel continues to be a welcoming parish full of remarkable individuals who not only enjoy worshipping together, but also strive to improve our community and our world. It is a privilege to serve on the Vestry of this parish and work with its members.

Respectfully submitted,
Jim Wise
Junior Warden

MUSIC MINISTRY REPORT

I continue to give thanks for the talent, hard work, and dedication of the Immanuel Choir and Handbell Choir. We are very blessed to have such a committed and focused group of musicians who continue to capture the spirit of the services.

The Adult Choir continues to provide inspiring and spiritual musical offerings throughout the year and particularly in the holy seasons of Advent, Lent, Easter, and Christmas. Once again they were joined by the phenomenal musicians from the both the Navy and Air Force bands for Easter, additional instrumentalists from the Washington Metropolitan Philharmonic, and professional instrumentalists — most notably, a bagpipe player and solo violinist. On Palm Sunday, their program was enhanced by the participation of the visiting girls choir from Queen Anne's School, Caversham England.

The handbell choir plays during Advent and Lent and continues to grow in musicianship and skill.

The Immanuel's Angels, under the capable of direction of Roz Kerns, delights us all when they present anthems during the Children's Eucharist at selected times.

In continuing compositional endeavors, I have composed three movements of a "*Mass for Immanuel*": the Kyrie, Sanctus and Agnus Dei. These pieces are already being sung regularly during Eucharist at Immanuel. The next movement will be the Gloria.

Music is a special way to bring congregants to a closer relationship with God and our Lord and Savior, Jesus Christ. To Him be the glory.

Dr. Jane Tavernier
Director of Music

ADULT FORMATION STEWARD'S REPORT

2018 was an extremely active, productive and exciting year for adult formation and discipleship. As is with most ICOH ministries the challenge has been having enough time to properly examine and explore the great many topics desired by the parish and clergy. Quite frankly, there is never enough time!

Last Spring, the rector, assistant rector and I held a series of discussions to determine how we might improve forums. These meetings and discussions addressed a number of areas including forum topics, the conduct of forums, and an in-depth calendar review to determine what dates were available for forums. Over the past year, I, the clergy, and other members of the vestry Vestry and the parish have endeavored to provide forums that are grounded in discipleship, spiritually rooted in the Gospel, interesting, and useful to members of the parish.

Key events in the church year including Lent and Advent have been used to conduct forum series on topics such as the nature of good and evil. Additionally, forums are closely synchronized with key events ongoing in the parish to include the Annual Meeting, and the pumpkin patch.

Additionally, we have used the forum to introduce new members of the clergy.

Forums have addressed diverse topics including Discipleship, talking about one's faith, faith and military service, faith and the environment, and a report on the Immanuel pilgrimage to Israel. Being closely connected to the Virginia Theological Seminary and having a host of retired and semi-retired clergy provided Immanuel with the opportunity for wonderfully, diverse and in-depth forums. Most importantly, the rich diversity, well-educated, well-read, and well-traveled Immanuel parishioners have provided a myriad of experiences and expertise that have greatly aided in providing meaningful and interesting forums.

Spiritual retreats continue to be popular and have greatly added to the spiritual growth of Immanuelites. These retreats required extensive time, effort and resourcing. Special thanks to Mary Ann Rehnke for her outstanding support to Immanuel retreats.

Next year promises to bring even more opportunities for spiritual growth. In coordination with the clergy, we have already identified key topics, including several series and areas for forums. But we are always looking for topics and areas of interest to the parish, however, so we greatly welcome your input.

Wishing you great peace and happiness in the new year!

Keith June

Vestry Steward for Adult Formation

CHILDREN, YOUTH & FAMILY STEWARD'S REPORT

At Immanuel Church on-the-Hill we welcome children, include families, and nurture parents. With Vestry goals to Learn, Discern and Proclaim, we listened to parents, youth and children, learning what Immanuel does well and how we could improve programs. Throughout the summer, we investigated Sunday School curricula on-line and by meeting with other Episcopal youth leaders, in particular during the Episcopal General Convention in Austin, Texas. We asked the children as well and, in one case, upon recommendation to rename "Sunday School" we let the children vote for a new name. They chose.....Sunday School! We learned that some things don't need to change. We celebrated the over more than twenty years in which Godly Play has taught our youngest children.

A strong group of approximately twenty youth continued to forge important bonds within the Parish and across the Diocese. This includes regular attendance at the Diocesan youth retreats, "Days of Service," and camps. We are so impressed with our youth leadership. For example, Immanuel's Episcopal Youth Community (EYC) started its own outreach ministry called a "Mission for Dignity" that serves the homeless and marginalized in our area.

This year, we hosted Third Sunday Family Nights with Sunday school in the evening, as well as First Sunday Children's Eucharists. These two regularly scheduled special Sundays brought in many families and were the most attended children's learning and fellowship events each month. Family nights included pot-luck dinners and opportunities for parents and adults to talk while children participated in Sunday school. Youth and children took part in all aspects of the Children's Eucharist, as lectors, intercessors, ushers, and listening astutely (with commentary) to a child-centered homily.

The Vestry is particularly grateful for Immanuel's Sunday school coordinator and teachers, Godly Play leader and storytellers, adult youth sponsors and leaders, and to the Rev. John E. Hogg for his leadership of Immanuel's Children, Youth and Family Ministries.

Children's Program Highlights

- Lenten series for children and families, tracking Virginia Theological Seminary's Lenten Journals.
- Two "Instructed Eucharists" to explain the Sunday service to children and anyone curious.
- The annual Heifer Fair, raising \$4,725 generously rounded by the Outreach Committee to \$5,000, to send the sought-after Ark full of animals to impoverished people around the world.
- Launch of a new Sunday school curriculum, "Holy Moly," with a kick-off event outside in a tent to learn about the desert journey of Abraham and Sarah. (It was a blast!)
- Three Kings Sunday treasure hunt in the Seminary grove and church ruins.

Youth Program Highlights

- Annual spring barbecue to raise funds for scholarships and outreach.
- Monthly EYC breakfasts and regular EYC meetings.
- Launch of a "Pre-YC" group, open to all 4th and 5th graders to supplement to Sunday school.
- EYC Breakfast Clubs on First first and Third third Sundays each month.
- EYC Coffee hour every Sunday as place and space for gathering around coffee, snacks, and games.
- Support for three youth participants in Parish Youth Ministry (PYM) of the Diocese of Virginia.
- EYC Winter Retreat at Shrine Mont in January 2019, with 21 participants.

We celebrate our director for these programs who was ordained a Deacon and then Priest into the priesthood in 2018. Vestry happily recommended and welcomed across the Parish the Reverend John E. Hogg as Assistant Rector for Children, Youth and Families. The Children, Youth, and Families Ministry keeps our parish renewed, vibrant and enthusiastic. Come to a Children's Eucharist in 2019 and see our younger members participating and leading throughout the service. While Immanuel welcomes children, includes families, and nurtures parents, we also receive from our young members their welcome, inclusion, and nurture. Through them we remember that we are all God's children and we witness that*it is in giving that we receive...* (A prayer attributed to St. Francis, Book of Common Prayer #62, p. 833).

Martha Shimkin

Vestry Steward for Children, Youth, and Family Ministries

FELLOWSHIP STEWARD'S REPORT

Fellowship focuses on creating opportunities for the parish to come together to strengthen our bonds with each other as a community of those who follow Jesus. Whether a simple gathering over coffee after worship or the more involved annual retreat to Shrine Mont, we find many ways to come together and enjoy the company of one another in the name of Christ.

Coffee hours have continued to flourish under the leadership of Sudie McGahuey and the numerous dedicated and creative coffee hour hosts. We hosted a warm and inviting soup and salad dinner with Church of the Resurrection for a Lenten discussion in March as well as a festive champagne and chocolate fountain reception following the Easter Vigil.

May and June were months full of fellowship. Our annual Memorial Day weekend Shrine Mont Retreat, led by Lisa Frye, was wonderful and very well attended. We also held a Bishop's reception on Pentecost, the spring potluck luncheon after Mass on the Grass, a warm and happy send-off for Halim Shukair led by his lay committee, a celebration of John Hogg's ordination to the diaconate led by Linda Serabian and Martha Shimkin, and a baby shower for Reverends Rachel and James Rickenbaker!

Fall started with our September homecoming potluck luncheon, and was followed by the Harvest Dinner led by C. Kerry Kelly Wade, and Susan Gilbertson.

In December we came together once more with pride and joy to celebrate the Rev. John Hogg's ordination to the priesthood.

This year, \$5,051.08 was spent on fellowship events, not counting the many financial and in-kind contributions made lovingly and generously by parish members. That's not to mention the incredible amount of time given by parishioners to prepare for, host or clean up from an event. All of these gifts are very much appreciated, and the wonderful volunteers who have contributed are named below:

Thank you to: Sudie McGahuey, Phyllis Sims, Linda Donahue, Jim Clausen, Connie Kurz, and Kay Hobson for being informal advisors as well as volunteers for many events. Thank you to Aleta Powell for her wonderful calendar work and office coordination, as well as her creative activities at the Rickenbaker baby shower. Thank you to Stuart Dahlinger, Sexton, for all the setting and re-setting of tables. Thank you to Brooke Roberts for her publicity on the parish website. Thanks also to Sujatha Augustine, Eve Anderson, Melinda and Brad Ashton, David Atwood, Gilma Balcarcel, Diana and Paul Beckmann, Karen Besser, John Bednar, Andy and Alisa Biache, Jim Clausen, Jamie Conrad, Janice Corbett, Carrie and Tom Cuddy, Jeannie Cummins Eisenhower, Jennifer and Mike Eckel, Erica Enright, Mark Fearer, Lisa Frye, Rick and Sarah Glassco, Doug Henry, Rob Johnson and Rupal Pujara, Dani Kauffman, Dorothy Kellogg, Roz and Tom Kerns, Connie and Jim Kurz, Chandley McDonald, Kendra McDonald, Lindsay McGahuey-Yates, Eileen Monnin-Kirby, Jessi McLeod, Holly Morton, Kameran and Doug Onley, Nancy Reuschel, Brooke Roberts, Linda Serabian, Martha Shimkin, Phyllis Sims, Laura Snow, Katherine Smith, Rosi Urbine, Caroline Bergmark and Francine Wargo, Leah Wilson, and Jim Wise. If I have forgotten anybody, please forgive me and know that you have my thanks. Pulling off these events truly takes a tribe.

I have truly enjoyed sharing this fellowship service with all of you over the year.

Respectfully submitted,
Hartley Hobson Wensing
Vestry Steward for Fellowship

NEWCOMER & EVANGELISM STEWARD'S REPORT

Greeting and making newcomers welcome is a primary responsibility of all of us in the parishioners. 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. The Pumpkin Patch is another occasion to invite our neighbors to join us.

To make it easier to welcome newcomers, we have a set of name tags at the Immanuel Chapel, as well as a new set at Zabriskie Chapel for worship and other parish activities there. Each parishioner should have name tags at the Immanuel and Zabriskie chapels.

The clergy and vestry greeters greet newcomers in the narthex at the beginning and end of each service. We especially appreciate the Coffee Host committee's hospitality 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.

In 2018 the Newcomers and Evangelism Committee hosted an ice cream social on May 6 to welcome the new and "newish" members. Reverend Rachel Rickenbaker, Senior Warden Jeannie Cummins Eisenhower, and I Janice Corbett welcomed guests. Thirty-five people attended the event, (including sixteen newcomers, one minister, eleven vestry members and spouses, and seven Newcomers Committee members.) Doug and Wendy John donated balloons which were a HUGE hit. A special thanks to Melinda Ashton who bought all of the supplies, and to Sudie Mc Gahuey, Brooke Roberts, Kathryn Jackson Haskin, and Wendy and Doug John for facilitating the event. Thanks to Brooke Roberts for creating the invitation. The Committee plans to repeat this newcomer event May 2019.

In addition, the Committee hosted two "Immanuel 101" newcomers' orientations on April 8 and November 18 in the Fairchild Room. Sixteen people attended on April 8 and five people attended on November 18.

Reverend Alexander provided overview of Immanuel's history and programs. Janice assembled welcome kits which included homemade pumpkin bread, membership registration documents, as well as a one-page description of all offlyer describing Immanuel's ministries, including photos of the Vestry leaders responsible for the ministries as well as other fun items. Newcomers thanked the Committee for hosting the informative session. A special thanks to Rev. Alexander for his outstanding presentation and to Wendy and Doug John, Jackie Phillips, John Hogg, and Jeannie Cummins Eisenhower for answering the newcomers' questions. A special thanks to John Smith, Wendy and Doug John, Brooke Roberts, Melinda Ashton, Revs. Alexander and Rickenbaker for reaching out to newcomers to encourage them to attend.

To enhance the Newcomers' program, the committee surveyed the newcomers when they who registered and attended "Immanuel 101." The survey results showed that the majority of the newcomers found out about Immanuel through friends, the Pumpkin Patch and by driving by the church. People were attracted to Immanuel due to the friendliness of the ministers and the congregation, the chapel/environment, music, the Pumpkin Patch, Immanuel's relationship with VTS, the sermons, the church's location, youth and children's and seniors' programs. When asked, "How can we help you feel more welcome at Immanuel?" newcomers responded, "Notice and remember each other Sunday to Sunday,." Aand "Help connect me with smaller groups where I can fit in and better feel like a part of the community." Janice responded to each of the survey respondents and connected him/her with the people in charge of the activities in which he/she voiced an interest.

Committee members personally reached out to members who had joined or were looking to join Immanuel using a communications campaign that included e-mails, announcements and telephone calls. Brooke Roberts and Janice designed a book mark to thank each Pumpkin Patch customers for supporting the area charities. Immanuel's sService times and locations were listed on the back of the bookmark.

To welcome the nine incoming International VTS seminarians, Janice organized a donation campaign to collect rugs, comforters, toiletries and snacks. A special thanks to Tom and Debbie Hewson, David Lindsey and Dorothy Kellogg, Jackie Phillips, Katherine Maas, Rosemary and Ted Sullivan, Jim and Laura Snow, Janice Corbett, Linda Serabian, Jeannie Cummins Eisenhower, Chandley and Ken Mc Donald, Candyce Levin, Marge and Chuck Griffin, Gordon and Francis Johnson and Giant Food for their generous donations and to VTS student volunteers for their help in assembling the kits.

In addition, Jeannie Cummins Eisenhour, Sudie Mc Gahuey, Jackie Phillips, Doug and Wendy John, Janice Corbett, Reverend Randy Alexander, Reverend Rachel Rickenbaker and Connie Kurz called members of Immanuel who we had not seen for a while to let them know that we missed them and to welcome them back to Immanuel. The committee delivered the directory changes to Rev. Rickenbaker in November in order to update Immanuel's directory.

I would like to thank the members of the Newcomers and Evangelism Committee for their help and guidance this year: Wendy and Doug John, John Smith, Brooke Roberts, Sudie McGahuey, Phyllis Sims, Melinda Ashton, Kathryn JacksonHaskin, and Kristin Kristen Whitman. As I depart this ministry, I ask each member of Immanuel to invite their friends/neighbors to Immanuel and to warmly greet new people when they attend services.

Respectfully submitted,

Janice Corbett

Vestry Steward for Newcomers and Evangelism

OUTREACH STEWARD'S REPORT

In 2018, the activities of the Outreach Committee's activities were coordinated by Jim Snow, Jamie Conrad, Jim Wise and Rebecca Cooper. The Vestry oversees the Committee, approves the Outreach budget, and approves the rules covering Outreach operations.

The committee reviews all proposals for funding and requires that each has the support and involvement of a parishioner or member of the clergy and meets approved guidelines. Procedures for approving disbursements, dealing with disaster support and other unanticipated needs are covered by Vestry-approved administrative rules.

The Committee organizes the Pumpkin Patch operations that raise the money, and the proceeds from the patch that funds the organizations and initiatives in the Outreach's budget of disbursements.

2018 marked the 25th anniversary of the Pumpkin Patch and it was a banner year it was. The patch opened early on September 30th, with Mayor Allison Silberberg presenting a proclamation and our truck driver, Amanda Arnaud, sharing a beautiful plaque from Pumpkin Patch Fundraisers commemorating the occasion. The committee had two large signs made for display in the patch throughout the month of October and to replaced some of the equipment essential to the patch including several wheelbarrows, hay bales, a new iPad and various tools.

For the most part, the weather was good and our sales were brisk. The total gross receipts were \$144,143, exceeding which is higher than the previous record of \$141,104 set in 2013. Immanuel's profit of \$68,122 exceeded the previous record profit of \$67,057 set in 2013. This anniversary season also marked the highest one-day total of \$18,077, exceeding smashing the previous record of \$16,575 also set in 2013.

PARISH

The Outreach Committee will figure in the Pumpkin Patch overhead, contributions to Adult and Youth Mission trips and the Emergency Reserve after the February meeting.

The following are organizations and charities that Immanuel will pledge support to in 2019.

ALEXANDRIA CHARITIES

Alexandria Tutoring Consortium, Alexandria Board of Lady Managers, ALIVE!, ALIVE! Child Development Center, ALIVE! Shelter, Arlandria Clinic, Carpenter's Shelter, Carpenter's Shelter Meals, Christ House Meals, Child & Family Network Center, Community Lodgings, Lion's Club, Senior Services of Alexandria, St. Clement's Hypothermia Shelter, West End Lazarus Ministry, and Christ Church Refugee Ministry.

REGIONAL AND NATIONAL CHARITIES

Greater Washington Interfaith Power & Light, Virginia Interfaith Center for Public Policy, Kelly Foundation (Center Pole), Offender Aid and Restoration, Samaritan Ministry of Greater Washington, the Episcopal Diocese of Virginia, and Mustard Seed Grant Contribution.

INTERNATIONAL PROGRAMS

Congo Ministries; Five Talents International; Haiti Micah Project; Heifer Project International; Mines Advisory Group; Oral Rehydration Project; KRMA – Uganda Women's Ministry; American Friends of the Diocese of Jerusalem.

Outreach will discuss several Special Projects as well as the Emergency Reserve for disaster assistance and other unanticipated needs.

Last year, in addition to outreach through the Pumpkin Patch, Immanuel gave to the Heifer Project through the Ark and to ALIVE, the Haiti Micah Project, the United Thank Offering and Christmas Families. In addition, there is time and money freely given for what parishioners purchase and prepare for the Christmas Families as well as the countless hours preparing and working in the Pumpkin Patch each year.

Our church community at Immanuel is blessed to be able to provide outreach assistance locally, nationally and internationally through its hard work and generosity.

Chandley McDonald

Vestry Steward for Outreach

PASTORAL CARE STEWARD'S REPORT

Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?' The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'

Matthew 25:37-40

The 2018 Pastoral Care Committee was chaired by Associate Assistant Rector Rachel Rickenbaker, with Mark Fearer as Vestry Steward. Committee members include Mary Ann Rehnke, Susan Kernan, Cynthia Caples, Martha Sedgwick, Dana Hengst, Marcia MacDonald, Keith June, and Sara Fein.

The Pastoral Care Committee has been involved in:

Lay Eucharistic Visits. Coordinated by the Associate Assistant Rector, we send commissioned visitors who have been licensed by the diocese in at least pairs of teamstwo toto parishioners who are were homebound, hospitalized, or otherwise unable to get to church so that they may could receive the Holy Eucharist, get the Gospel lesson, and to share hear about current events of Immanuel. This past year, we made approximately five Lay Eucharistic visits per month. Visitors ask the recipient(s) if they would like a visit from the Rectorsclergy. In most cases flowers from Immanuel Chapel are provided to the recipient(s).

Note Writing. Organized by Associate Assistant Rector Rachel Rickenbaker, the monthly note writers hand-wrote nearly twenty ites notes, and sometimes cards, per month to those on Immanuel's long and short term prayer lists. It has proven effective with delightful feedback from recipients and lets our homebound and distant friends know that they are in our thoughts.

Transportation and Meals. Often times pPeople are inoften need of rides to and from medical appointments. Your Pastoral Care Committee organizes such requests. The response shows God in action among us. Meals have been provided at special times such as for grieving families after a loss.

Flower Ministry. As mentioned with the Lay Eucharistic visits, your Clergy and Pastoral Care Committee take advantage of the flowers left in the chancel and on the altar after the last service. We make gifts of them to our extended parish family, personally delivering them to: the family who sponsored the flowers, to folks on our prayer list, and to those receiving Eucharistic visits — among others.

Your Pastoral Care Committee does not operate in a vacuum; rather its members are part of a vital, silent team that works with other ministries to accomplish Immanuel's pastoral care goals in Christ's name.

Yours,

Mark Fearer

Vestry Steward for Pastoral Care Committee Vestry Steward

RESOURCES STEWARDSHIP REPORT

On the facilities/resources front, 2018 was a “perfect storm” of deferred maintenance, capital improvements, unanticipated mini-disasters -- including a monster basement flood in late May and the recent failure of the fire alarm system -- and budget austerity measures. Despite the challenges, we were able to re-pave the parking lot (with re-lined, brightly painted parking spots), ticking a long-delayed item off the church’s capital upgrade list and well in advance of the start of the Pumpkin Patch. A 2017 bequest covered 100% of the cost of the repaving project.

Unfortunately, people don’t tend to leave money in their wills for mopping up flooded basements. So, when the Zabriskie building lower-level was breached by storm water on the evening of May 31 -- and despite a literal all-nighter by Immanuel and Valley Drive Cooperative Preschool volunteers armed with shop vacs, mops, brooms, old towels and fans -- the church faced a whopping price tag for cleanup, repairs and mold remediation (see chart page 14). Grace was with us, however, and in response our energetic fundraising team of Senior Warden Jeannie Cummins Eisenhour, Vestry member Martha Shimkin and parishioner Dani Kauffman produced the “Tale of Two Floods” event, which raised almost \$37,000 to cover the costs of the cleanup! The generosity of our congregation was overwhelming, and the donations to the cost of the cleanup provided a reserve fund for the Facilities Committee to continue its long-term planning for a permanent solution to our perennial flooding problem (this was the fourth significant basement flood in 3½ years). Please take an extra moment to personally thank (or re-thank) Jeannie, Dani and Martha, the Shrine Monks, Dr. Jane Tavernier, and the cast and crew of the “Tale” production.

As I wrote in a fateful email to the Facilities Committee and the wardens just two weeks ago, “the fire alarm has finally had it.” Our Fire Alarm Control Panel (“FACP”) has been on its last wires for several years, and after it failed, the Alexandria Fire Department placed the church on a “fire watch,” meaning that without a functioning fire alarm system, volunteers must visually inspect every room in the Zabriskie building every 30 minutes when the building is occupied. We are in the process of reviewing vendor bids for a new “hybrid” panel that will work with our existing analog system and eventually enable us to upgrade to a digital system. The work is expected to be completed by the end of February. In the words of former Senior Warden and Facilities Committee stalwart Tom Kerns, “there is always *something* with a seventy year old facility!”

Under the Facilities Committee’s guidance (the most active members are Tom Kerns, Doug Henry, Paul Beckmann, Jeannie Cummins Eisenhour, Tom Hewson, and Doug Onley), volunteers, contractors and vendors completed the following projects in 2018:

- Parking lot repaved and new, wider parking spaces painted;
- At Zabriskie Chapel, wrapped the HVAC pipes on the lower level to stop condensation that was soaking ceiling tiles and disrupting preschool operation. New ceiling tiles have been installed;
- At the Rectory, enclosed the sunroom, replaced the washer and dryer, installed a battery backup for the sump pump, painted, repaired sliding glass door and gutters on the patio, and added steps to the patio using stones from the fountain;
- Flood cleanup, remediation and repairs (see chart below which breaks down how the “Flood Relief” funds we raised were spent in 2018 and will be spent in 2019);
- Set up contract with True Green to seed, fertilize and aerate our front lawn in early November after the Pumpkin Patch closed.

Activities in Progress:

- The Facilities Committee is currently developing a space use agreement for long-term occupants such as Um Ul Quraa, DignityUSA, and the Washington Metropolitan Philharmonic;
- Installation of a third light pole in the parking lot;
Obtaining a drainage assessment of the entire site, focused on the backyard and perimeter of the Zabriskie structure, which will yield recommended actions to prevent future storm water intrusion.
2019 Priorities
- Replace the Fire Alarm Control Panel;

- Perform interior and exterior repairs to address water infiltration at the southern parish wall and steeple roof;
- Make preventive repairs to address water infiltration in the Valley Drive Cooperative Preschool's office;

With Vestry approval, complete and implement the space use agreement with our long-term tenants.

As I reflect on my three years as Resources Steward, I am struck with the tremendous encouragement and generosity of the congregation as a whole, and the dozens of volunteers who have contributed time, talent and treasure toward the upkeep and improvement of the Zabriskie structure and grounds. In particular, I would like to thank Chris von Schoening for her leadership as our "master gardener": she has lovingly tended our Memorial Garden so we can all enjoy the beauty of creation. I encourage anyone with an interest in our beautiful building and grounds to join the Facilities Committee. Members include many former wardens and vestry members and is an excellent place to learn the church ... well ... from the ground up. We meet the first Monday of every month.

Respectfully submitted,

John Bednar

Vestry Steward for Resources

SENIOR MINISTRY STEWARDSHIP REPORT

Now in its fifth year of operation, the Senior Ministry continues to provide opportunities for spiritual growth, wider personal friendships, and an enhanced understanding of attractions in our regionlifelong learning. Senior Immanuelites have so much to offer in terms of of wisdom and “Joi de Vivre” that many of all ages often join in the fun

In February, Jeannie Cummins Eisenhower arranged and hosted a a “fully suscribed” Mardi Gras Dinner fete complete with dinner compliments of Chef Connie Kurz and her “creole crewe,” masks, beads, a magician and a jazz band. Several small plastic babies were also found in the King Cakes served for dessert - lots of good luck for those fortunate partiers! In March, Denise Freeland pulled togethercoordinated a wonderful outing to the National Gallery of Art in Washington DC for about two dozen seniors, where the Reverend Bruce Stewart (the Goodwin House Association Chaplain) gave a private guided tour of the “Stations of the Cross” exhibit by Barnett Newman. The no-cost, one hour tour was followed by a lunch in the cafe within the gallery. Later on, in July, about a dozen sSeniors took advantage of Martha Manson’s connections and fellowship energy to participated in a guided tour & gourmet lunch at The Arts Club in Washington DC facilitated by Martha Manson. Judith Nordin, President of the Arts Club, Judith Nordin, discussed the exhibits and history of the Arts Club (open since 1916), gave a guided tour of some of the rooms, - and hosted a gourmet lunch afterwards. A little bit about The Arts Club: “Iwas inspired by the London's Chelsea Arts Club and the National Arts Club in Manhattan., Washington Artists created their own club in May 1916 and purchased the Monroe House as its home. With a focus on painting, sculpture, music, and drama, the Arts Club provided a contrast to Washington's more traditional clubs. It was also the first club in the nation's capital to admit men and women.”

Lastly, in December came the annual Advent Ceilidh party was held in December and featured harp and piano entertainment, home-made scones and shortbread, Scottish salmon, tea, wine, “wee drams” of single malt scotch, and an authentic costumed bagpiper. The room was filled to capacity and all attendees departed with renewed anticipation for the coming of Christmas. Many thanks to Rick Glassco and Jeannie Cummins Eisenhower for their instrumental musical virtuosity; to Doug Henry and Doug John for their well-appreciated “wee drams”; to Gretchen Thompson and Jackie Phillips for their tasty home-made scones; to Dave Lambert and Stuart Dahlinger for furniture set up; to Lisa Clausen and Jeannie Cummins Eisenhower for food prep and serving; to those who gave monetary donations; and to all who helped clean up.

The parish library (within the Fairchild Room) is still collecting donations and allowing self-checkout of books. They are all nicely arranged by overarching subject area and by author within those areas.

Approximately \$3,000 of Immanuel’s budget went to support these and other Senior Ministry activities in 2018. This does not include, of course, the many thoughtful gifts-in-kind of food, drink, and labor donated by our generous parishioners.

Jim Clausen

Vestry Steward for Senior Ministry

STEWARDSHIP AND PLANNED GIVING STEWARD'S REPORT

Committee Members

During 2018, the Stewardship and Planned Giving Committee was once again chaired by the faithful and affable C. Kerry Kelly Wade, notwithstanding the many other exciting developments in her life during that period. We were happy to welcome four new members to the Committee: Taylor Houck, Keith June, Dani Kauffman and yours truly, making his debut as Vestry liaison. The continuing members were Tom Brown, Susan Gilbertson, Hance Haney, Doug John and the Rev. Randy Alexander.

Immanuel Trust and Board of Trustees

Late in 2017, the Vestry approved a new Plan of Operations that consolidated the Endowment Trust, the Callaway Trust and the Memorial Garden Trust into a new Immanuel Trust governed by a single Board of Trustees. The funds in the former trusts became sub-funds in the new Immanuel Trust. In November 2018, the Vestry approved a new structure for the Trust's Board of Trustees under which the nine members will all serve staggered three-year terms. We were pleased that the three Trustees who were just completed one-year terms all agreed to stand for new three-year terms: Brad Ashton, Kevin Kirby, and Doug Onley. Gerry Anderson, Hance Haney and Kerry Kelly Wade will serve for one more year, and Susan Gilbertson, Carla Murray, and Bryant Mitchell will serve two-year terms. This assures continuity among the membership as we gain experience with operating under the Plan of Operation. Brad Ashton will serve as Board Chair in 2019, and Kerry Kelly Wade will serve as Secretary.

The Trustees meet quarterly, and the Vestry and the Trustees have agreed that one of these will be a joint face-to-face meeting early each September to exchange information about the Fund's performance over the prior year, the parish's needs in the current budget year, and the upcoming budget year, and the Trustees' recommended annual distribution.

The Vestry and Trustees also plan to hold a Forum Hour in 2019 to educate the congregation about the Fund and its role in helping guarantee Immanuel's financial future.

Finally, the Trustees will maintain a liaison to the Resources Committee.

Planned Giving and The Zabriskie Society

The Trust represents a portion of the cumulative generosity of parishioners who have made gifts to the Parish. These gifts have proven over and over to be indispensable to the Church. In 2018, very generous bequests from the Estate of Fay Klatt that were designated for the Callaway and Memorial Garden sub-funds enabled the repaving of the Zabriskie parking lot and material improvements to the Memorial Garden. A subsequent bequest that was not designated for the Trust helped cover operating expenses during the extreme financial stress the Church faced in covering flood expenses.

The Zabriskie Society recognizes parishioners who have made bequests to Immanuel in their estate planning. Since the Society was established in 2000, folks like you have made planned gifts exceeding \$500,000. This year we highlighted the Society on the Immanuel website to make it easier for parishioners to learn about and – more importantly – to join. Plaques recognizing the names of current Society members have been placed in the narthex of the Zabriskie Chapel and in the Parish Hall, and we've updated them to recognize the following new members in 2018:

Natalie Doyle-Hennin
Mark Fearer
Danette Gentile "Dani" Kauffman
Jim and Laura Snow

I would love to know that I've missed some new members – please let me know. More generally, Father Randy and I would be happy to talk to folks about making a planned gift to the Parish. It's painless, since you won't need the money anymore by the time it actually transfers. In fact, it's a very gratifying experience to know that you're making a lasting contribution to Immanuel.

2019 Stewardship Campaign

The annual stewardship pledge campaign – “Now Into the World” – commenced officially in early October. We experimented this year with foregoing parishioner testimonials during worship services, focusing on other forms of outreach.

As of January 24, 2019, we had received a total of \$ 615,700. This is behind where we were at the same time last year, and substantially below the amount that the Vestry has faithfully (and optimistically) budgeted for 2019. Historically, pledges have always trickled in at sufficient amounts to meet the budget and our worship, adult formation, CYF, fellowship, newcomers, outreach, pastoral care, resources and senior ministry needs and goals. While we all contribute to Immanuel in myriad ways, fewer parishioners pledge. Stewardship is how we give back to God in giving to our community: “*All things come of Thee, O Lord, and of Thine Own have we given Thee.*” This year, we are literally making a leap of faith. If you have not yet pledged, please consider what you can do in that regard. Pledging really brings us closer to each other and the Church we all love.

Respectfully submitted,

Jamie Conrad

Vestry Steward for Stewardship and Planned Giving

WORSHIP STEWARDSHIP REPORT

Corporate worship is the heart of a healthy Episcopal congregation, and at Immanuel Church-on-the-Hill we continue to have a worship schedule that evolves to reflect the needs of the parish, and utilizes both of our beautiful chapels, Immanuel Chapel and Zabriskie Chapel, and accommodates the International Anglican Congregation. In November, we welcomed Church of the Resurrection to worship at Immanuel Chapel before our 11:15 am service while their new sanctuary is under construction. The schedule provides four Sunday morning times for worship: 8 a.m. and 9 a.m. in Zabriskie Chapel, 11 a.m. in Zabriskie (International Anglican Congregation), and 11:15 a.m. in Immanuel Chapel. The first Sunday of the month the 9 a.m. service continues to be the very popular Children's Eucharist, designed to make the Episcopal liturgy and theology more accessible to our children, and to provide enhanced opportunities for them to participate in the service. During the summer months we are continuing to hold 8a.m. service in Zabriskie, an International Anglican Congregation service at 11:00 in Zabriskie, and a combined service at 10:30 a.m. in Immanuel Chapel. We also continue to have morning prayer on weekdays at 9:30 a.m. which provides staff and congregants an opportunity to begin the day with prayerful consideration of the needs of the parish and of the world. There is also a mid-week Eucharist at 6:00 pm on Wednesday, all in Zabriskie Chapel.

We also enjoyed a wonderful variety of special worship events this year, including the full range of traditional services for Holy Week, including the Palm Sunday joint service (enhanced by the participation of the visiting choir of Queen Anne's School), Maundy Thursday, Good Friday (midday service of the Stations of the Cross and evening liturgy), and Easter Vigil services that allow for a wide variety of tangible ways to re-experience the Passion and Resurrection of Christ. Our Christmas observance was enhanced by the Christmas Pageant and Eucharist, and by the Christmas Eve Eucharist with music prelude. Additional special services throughout the year included a "Thy Kingdom Come" prayer worship service and hymn sing last May, Mass on the Grass celebration in June with the International Anglican Congregation which was followed by the annual Parish Picnic, a prayer vigil to end gun violence in March, services of ordination for the Rev. John Hogg to the diaconate in June, and then, in December, to the priesthood, a Blessing of the Animals in the autumn, and the annual Harvest Evensong, and an Advent service of Healing in December.

Immanuel Church-on-the-Hill has two adult choirs, at 9:00 a.m. and 11:15 a.m., and a children's choir, that sing regularly from September through May. Our worship is also enhanced on special occasions by The Shrinemonsters and our Handbell Choir. The music program at Immanuel is guided by the vision of Dr. Jane Tavernier, Director of Music. Special thanks are due to the choir section leaders: Emily Riley, Cierra Byrd, Allea Gearvacio, and Vasily Varfis. The Immanuel Angels, our children's choir, continues to be led and nurtured by Roz Kerns and Cameron Hogg. Recently, we have enjoyed the lyrical strains of concert violinist Tona Brown, who has shared her gifts with us during the Christmas season.

Lay participation is a visible and vital part of our worship together, and we continue to have over 130 parishioners involved in various capacities. No single Sunday service occurs without the involvement of volunteers to bedeck the chapel with beautiful flowers, dress the Altar with immaculate linens and prepare the table for our Eucharist, to welcome and usher in long time members and newcomers alike, to serve as crucifers and assist the clergy at the Altar, to read the lessons and lead us in our intercessions, to lead us in hymns and provide special musical offerings, to administer the chalice at communion, and to provide audio visual support (at Immanuel Chapel). In addition, Lay Eucharistic Ministers carry the elements, and volunteers deliver flowers, to those unable to attend services.

Due to software problems that grew more acute over time, the ministry scheduling program that Immanuel used for several years had to be terminated, and we made a sustained effort to replace it using a new system in June. This program required a level of manual support that varied as enhancements to the system were developed and adopted; however, we experienced scheduling problems because the new software lacked a fully-automated, ministry-specific notification process for requesting substitute volunteers. It was decided in December that we would return to the original scheduling software program. With the refreshed data faithfully compiled by Parish Administrator Aleta Powell, and with new program oversight of parishioner volunteer Agnes Soos, we hope that a schedule of volunteers for our worship ministries will be responsively conducted on a quarterly basis, and allow for fully-automated notification by lay ministers to request substitutes as needed. **The patience and unfailing willingness of ministry volunteers during this period to respond to the needs at each service as they arose has been incredible, and you each have my heartfelt thanks and those of the office staff and clergy.**

Lay participation in worship is a primary way in which Immanuel parish members can contribute to our corporate life, and they serve as an open, welcoming, and supported way in which newcomers can integrate into our life together. I encourage all members of the parish to prayerfully consider volunteering, and new members will continue to be recruited and trained as necessary. Members of all ages from the teen years up are invited to serve in these capacities, and there are plenty of training and mentoring opportunities. I would thank each and every volunteer if I had the space, for their willingness to respond to requests for help and for the thoughtful and caring way in which they perform these ministries. I would like to especially thank Candy Levin, Rosi Urbine, Marcus Rarick, Francine Wargo, Susan Kernan and John Bednar for their leadership roles in worship areas.

Our worship together is the basis from which we can go forward each day into the world as we are bid to do, carrying the message of the Gospel, and it continues to be the mission of Immanuel Church-on-the-Hill to provide as many opportunities as possible for us to worship together in the beauty of holiness. With the gifted and faithful leadership of the Rev. Randolph Alexander, the Rev. Rachel Rickenbaker, the Rev. John Hogg, and the Rev. Peter Gachira, and the assistance of our seminarian the Rev. Deacon Stephen Crippen, we hope and pray to continue that tradition carries on into the future.

Faithfully,
Karen Besser
Steward for Worship

IMMANUEL CHURCH-ON-THE-HILL 2018 TREASURER'S REPORT

2018 General Operating Budget

2018 was a challenging and turbulent year in the financial life of Immanuel Church-on-the-Hill. Historic rainfall caused repeated flooding of the parish offices and Preschool/Sunday School classrooms. Flood mitigation placed strains on the General Operating Budget. The Vestry responded by twice revising the budget to redirect funding to flood mitigation, including the entire General Operating Reserve. When this proved insufficient, the Vestry launched a highly successful flood-relief campaign, which achieved nearly \$37 thousand in donations.

Our parishioners responded heroically to parish needs. We began the year with a pledge goal of \$635.6 thousand and continued receiving pledges to \$652.7 thousand. I am pleased to report that we ended 2018 at 100 percent of our pledge goal, with \$652.4 thousand in pledge income. Our rental income was on target at \$60 thousand. We gratefully received \$15 thousand in generous gifts from parishioners to support our worship, including nearly \$7 thousand for music and nearly \$8 thousand for altar flowers. We also received \$24.5 thousand in bequests from a parishioner and a Dignity member. We budgeted and transferred \$20 thousand in interest income from the Calloway, Memorial Garden, and Endowment Trust Funds to support general operations, consistent with the terms and conditions of the Trusts. At year's end, we returned nearly \$30 thousand to the General Operations Reserve and \$18.7 thousand to the Facilities Reserve. We ended the year with a balanced budget, with both total income and operating expenses equaling \$889.1 thousand.

International Anglican Congregation

Our parish continued financial support to the International Anglican Congregation under our Priest Associate, the Reverend Peter Gachira Wanjiku. The International Anglican Ministry received income of nearly \$19 thousand against direct expenses of \$28.6 thousand. We are grateful for the support of the Virginia Theological Seminary in covering Father Peter's room and board in 2018.

Congregation-Based Outreach and Mission

Our 2018 Congregation-Based Outreach and Mission (CBOM) expenditures totaled \$99 thousand. These were funded through Pumpkin Patch revenues; contributions to the Haiti Micah Project; two collections for Christmas Families; and over \$3 thousand in memorial contributions for the Bill Frye Bicycle Ministry within Christmas Families.

The CBOM program is well funded as we begin 2019, with \$68 thousand in income earned through the 2018 Pumpkin Patch—our most successful season in 25 years.

Investment Funds

The Trustees of the Funds of the Diocese of Virginia manage the Immanuel Church-on-the-Hill Trust Fund as part of a portfolio of over \$130 million invested for the churches of the Diocese. As of November 30, 2018, the market value of our trust funds was \$870 thousand.

2018 was a turbulent year for the Stock Market. Through November 2018, the Trustees of the Funds reported a year-to-date return of -2.8 percent, an annualized rate of 5.7 percent for the 3-year period, and an annualized rate of 3.7 percent for the 5-year period. We have great confidence in the Trustees of the Funds to safeguard our assets and ensure moderate, responsible growth of our investments despite market fluctuations.

We transferred \$100 thousand from the Callaway Trust Fund to repave and improve exterior lighting of the Zabriskie parking lot, with the full support of the lawyers and family of the deceased. We committed to the Board of Trustees to return unspent funds to the Callaway Trust, which we will do in 2019. With Vestry approval, we budgeted and transferred income of \$20 thousand to the General Operating Fund in November.

2017 Audit

Junior Warden Jim Wise conducted an audit of 2017 accounts following the procedures of the Diocese of Virginia internal audit program. He reported findings to the Treasurer of the Diocese in September 2018. The Junior Warden reported that Immanuel strengthened its financial management and internal controls programs by adopting formal Trust Fund policies and guidelines, creating an oversight Board of Trustees, and adopting formal Bylaws. He recommended five actions to further enhance internal controls and ensure sound management of our property:

1. Immanuel must bring parish trustees up-to-date with the local court. This action is complete. The court approved Adrienne Goins, Jim Snow, and Hance Haney as our trustees.
2. Immanuel must bring pension payments up-to-date for eligible employees; specifically, the Assistant Rector for Children, Youth and Families. This action will be completed in early 2019.
3. Immanuel must establish a risk management plan for our church property and facilities.
4. Immanuel must establish a current space use agreement and obtain an insurance certificate for all regular renters. This action is underway.
Immanuel must strengthen controls over the church credit card.

2019 General Operating Budget

On January 8, 2019, the Vestry approved a General Operating Budget anticipating \$662.6 thousand in pledges. The 2019 General Operating Budget includes \$521.6 thousand for salaries and benefits. This includes the annualized cost of staff changes, a general 2.13 percent pay raise and clergy promotions to the next salary tier consistent with Diocesan guidelines, and increases in benefits costs. In total, salary and benefits rise nearly \$45 thousand in 2019 over 2018.

Otherwise, 2019 is a lean budget, reflecting planned economies in administrative costs and targeted program reductions. The budget reduces our Diocesan Pledge by \$10 thousand to \$70 thousand, in view of leadership vacancies at the Diocese and to “right-size” our pledge to comparable churches. The budget includes a “block grant” of \$10 thousand to the International Anglican Congregation, covering health insurance and partial housing for Father Peter as his congregation moves toward greater self-sufficiency. The budget also includes the transfer of \$18.7 thousand from the Facilities Reserve to continue flood-related projects and \$20 thousand from the Trusts to support general operations.

Grace and Gratitude

I am very grateful for the trust and confidence shown by the Parish in allowing me to serve as your Treasurer. As I end my 2-year term, I thank Eve Anderson for her willingness to take on this volunteer assignment and I welcome our new bookkeeper, Sughra Bakhtiari.

A special thanks to Lisa Schwendemann, our outgoing bookkeeper, who made every Friday a joy as we worked together. Special thanks also to Tracey Bible, our part-time comptroller, for her highly professional support to the 2018 financial closeout, the 2017 audit, and the transition of our accounting system to QuickBooks. I offer deep gratitude and appreciation to our Rector, who has been unfailingly supportive and patient, as well as a source of much wisdom.

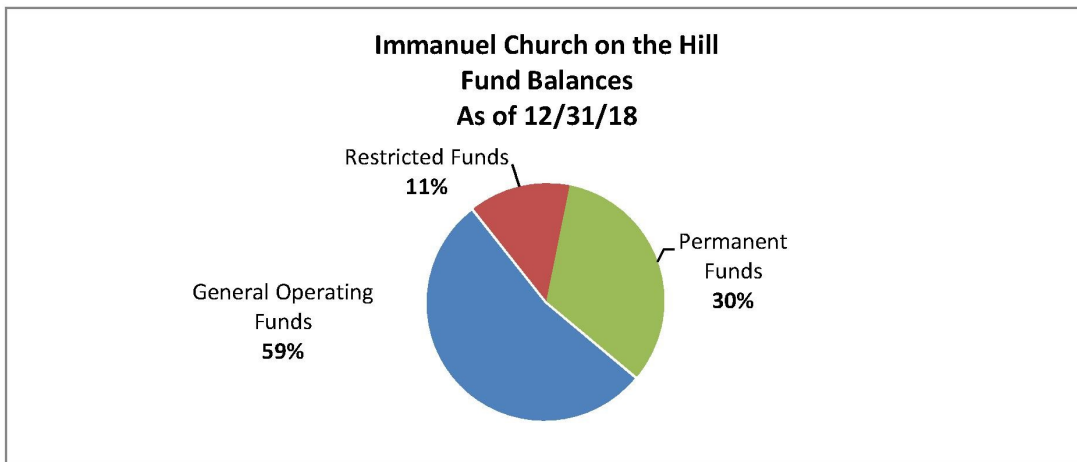
Respectfully submitted,

Laura Snow

Treasurer

**Immanuel Church on the Hill
Balance Sheet
As of December 31, 2018**

Cash	296,309	Accounts Payable	397
Accounts Receivable	750	Security Deposits	-
Prepaid Expenses	13,098	Other Liabilities	1,797
Investments	903,276	Total Liabilities	2,194
Land, Bldgs, & Equip - Net	2,387,832	General Operating Funds	1,916,244
		Restricted Funds	496,723
		Permanent Funds	1,186,105
		Total Funds Balance	3,599,072
Total Assets	3,601,266	Total Liabilities & Funds Balance	3,601,266

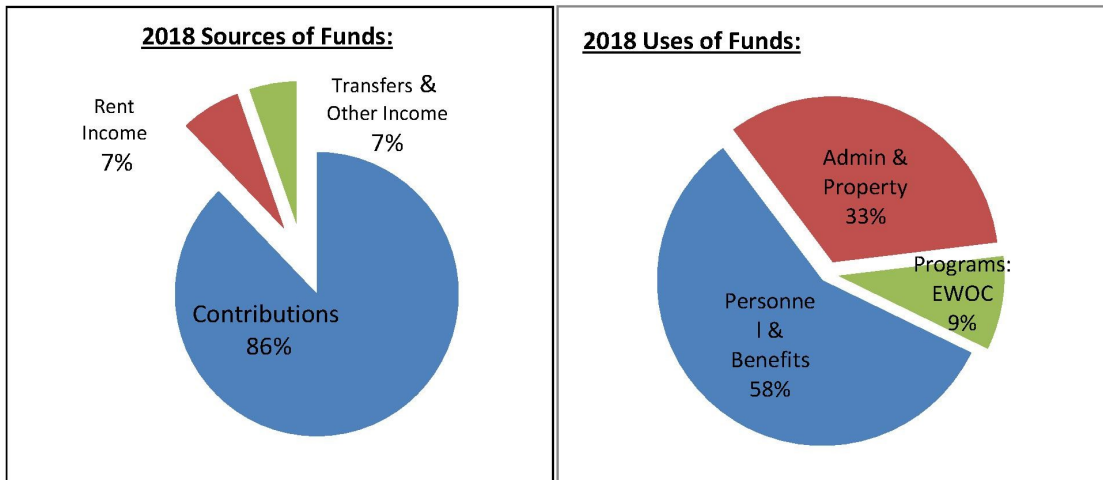


FUND BALANCE DETAILS			
General Operating Funds	167,693	<u>Time Restricted</u>	
Operations Reserve	29,878	Prepaid Annual Pledges	59,556
Property & Equipment	1,717,222	<u>Education</u>	
Carter Forrester Memorial Fund	1,452	Education Fund Balance	5,720
Total General Operating Funds	1,916,244	<u>Worship</u>	
		Tudor Davies & Jim Kellogg Fund	2,000
		<u>Outreach Funds</u>	
Land & Improvements	707,706	Outreach Fund Balance	16,960
Trust Funds-Permanent	478,399	Christmas Families Fund	18,423
Total Permanent Funds	1,186,105	Dominican Scholarship Fund	300
		Immanuel Mission Fund Balance	444
		Haiti Micah Project Fund	-
		Total Outreach Funds	36,127
		<u>Community Funds</u>	
		Alice Biache Restricted Fund	1,032
		<u>Capital Campaign Funds</u>	796
		<u>Trustee Funds</u>	391,490
		Total Restricted Funds	496,722

Unaudited

Immanuel Church on the Hill
Income Statement - General Operating Fund
For the Twelve Months Ended December 31, 2018

Income		Expenses	
Pledge Income	652,453	Operating Expenses	
Looseplate-undesignated & IAC*	30,783	Personnel & Benefits	476,937
Undesignated Gifts & Bequests	36,662	Administrative & Property	276,720
Designated Gifts	61,319	Programs : EWOC**	75,667
Total Contributions	781,217	Total Operating Expenses	829,324
Rental Income	60,282	Non-operating Revenues/Expenses	-
Transfer Income	43,425	Transfers	-
		To Reserve funds, Fixed	
Parish Activities & Events	3,994	Assets & Endowment	59,809
Other Income	215	Total Transfers	59,809
Total Income	889,133	Total Expenses	889,133



ADDITIONAL 2018 EXPENDITURES

Congregation Based Outreach & Mission (CBOM):	
Outreach (primarily funded by Pumpkin Patch)	\$81,455
Christmas Families	\$13,052
Haiti Micah Project	\$4,461
Total CBOM	\$98,968

VTS - Pledge payment: Chapel of the Ages \$1,228

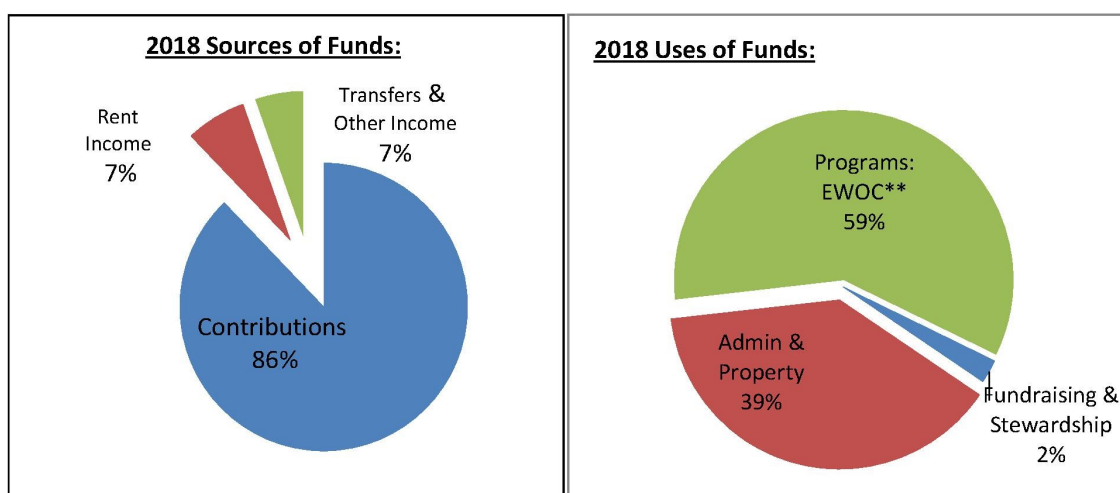
Capital Improvements \$90,282

*IAC: International Anglican Congregation
 **EWOC: Education, Worship, Outreach and Community

Unaudited

Immanuel Church on the Hill
Income Statement - Consolidated for All Funds
For the Twelve Months Ended December 31, 2018

Income		Expenses	
Pledge Income	652,453	Programs	
Looseplate-undesignated & IAC*	30,783	Education	85,439
Undesignated Gifts & Bequests	36,662	Worship	306,722
Designated Gifts	61,319	Outreach	30,185
Total Contributions	781,217	Community	67,190
Rental Income	60,282	Total Program Expenses	489,537
Transfer Income	43,425	Management & General	321,017
Parish Activities & Events	3,994	Fundraising & Stewardship	18,770
Other Income	215	Total Supporting Expenses	339,787
		Transfers to Reserves	59,809
Total Income	889,133	Total Expenses	889,133



ADDITIONAL 2018 EXPENDITURES

Congregation Based Outreach & Mission (CBOM):	
Outreach <i>(primarily funded by Pumpkin Patch)</i>	\$81,455
Christmas Families	\$13,052
Haiti Micah Project	\$4,461
Total CBOM	\$98,968
VTS - Pledge payment: Chapel of the Ages	\$1,228
Capital Improvements	\$90,282

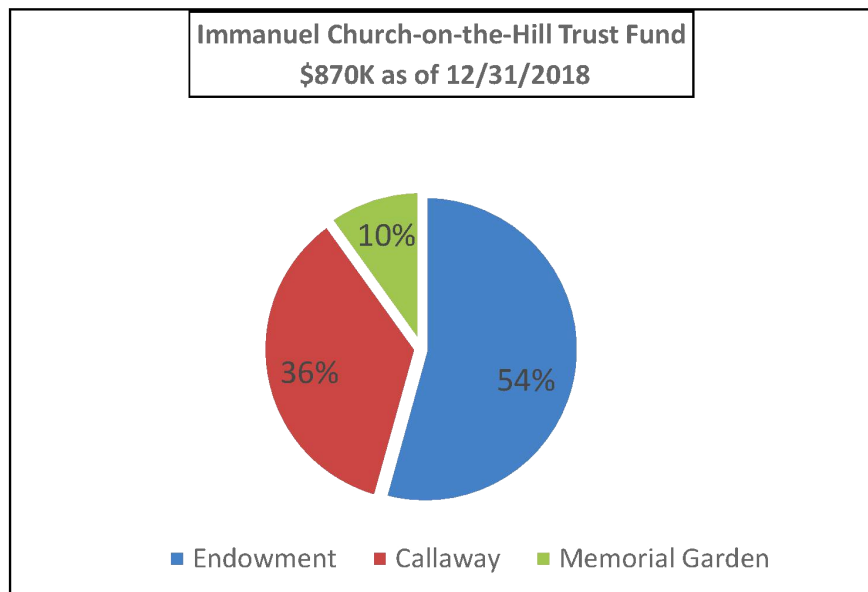
* IAC: International Anglican Congregation
**EWOC: Education, Worship, Outreach, and Community

Unaudited

**Immanuel Church on the Hill
Trustees Funds
As of December 31, 2018**

	Beginning Balance	Gifts	Investment Income	Expenses	Ending Balance
Endowment Trust Fund	481,687	11,325	(11,443)	(9,300)	472,269
Patrick Henry Callaway Trust Fund	428,037	-	(8,411)	(108,300)	311,326
Memorial Garden Trust Fund	96,951	100	(2,363)	(8,396)	86,292
Total	1,006,675	11,425	(22,216)	(125,996)	869,888

The Trust Funds provided \$20,000 to support the General Operating Fund and \$5,996 for Memorial Garden maintenance.



NOTE: The Trustees of the Funds have not released the final 12/31/18 reports. This report reflects statement activity through 11/30/18.

Unaudited

2018-2019 Immanuel Church-on-the-Hill Operating Budget

INCOME	<u>Account</u>	<u>2018 Budget</u>	<u>2018 Actual Expenses</u>	<u>2019 Budget</u>
	<u>Operating Income</u>			
	Pledge Income	635,640	652,453	662,640
	Looseplate	15,000	11,793	15,000
	Loose Plate - International Anglican Congregation	12,000	18,990	27,555
	Undesignated Gifts	10,000	12,162	12,000
	Contributions - Undesignated	672,640	695,398	717,195
	Designated Gifts - General Fund			
	Designated Gifts - Education-GF	1,000	198	1,000
	Designated Gifts - Worship-GF	12,350	15,485	14,150
	Designated Gifts - Community-GF	4,000	1,320	4,000
	Designated Gifts - Facilities - GF	0	38,969	0
	Total Designated Gifts - General Fund	17,350	55,972	19,150
	Designated Gifts - Other-General Fund	1,800	5,348	1,800
	Contributions - Designated	19,150	61,319	20,950
	Rental Income - Valley Drive Cooperative Preschool	33,300	33,250	34,300
	Rental Income - Um Ull Quraa Community	7,750	7,500	7,500
	Rental Income - Dignity	7,725	8,450	7,725
	Rental Income - Washington Philharmonic	1,530	1,640	1,530
	Rental Income - Other	9,000	9,443	9,500
	Rental Income	59,305	60,282	60,555
	Parish Activities & Events	20,000	3,994	2,000
	Interest & Dividends-Gen Fund-BB&T	0	43	0
	Net Realized Gains/Losses-Gen Fund	0	(45)	0
	Net Unrealized Gains/Losses-General Fund-ToF	0	(851)	0
	Misc Income	0	1,067	0
	Other Income	20,000	4,208	2,000
	Bequests - Unrestricted	0	24,500	0
	Transfer from Facilities Reserve	0	0	18,716
	Transfer Income from ToTF Trusts	20,000	20,000	20,000
	Total Operating Income	791,095	865,708	839,416
	Looseplate - Designated	12,000	0	12,000
	Transfer Income-Operations Reserve	0	23,425	0
	Total Non-Operating Income	12,000	23,425	12,000
	TOTAL INCOME	803,095	889,133	851,416

2018-2019 Immanuel Church-on-the-Hill Operating Budget

<u>Account</u>	<u>2018 Budget</u>	<u>2018 Actual Expenses</u>	<u>2019 Budget</u>
EXPENSES			
<u>Operating Expenses</u>			
Personnel	370,071	359,368	377,971
Benefits	105,072	117,569	143,635
Bank & Financial Fees	2,500	2,977	3,000
Communications	1,000	299	500
Diocesan Pledge	80,000	80,000	70,000
Dues & Subscriptions	200	80	200
Equipment Purchases - Office	3,000	3,843	2,000
Immanuel Chapel Cost Share	9,300	9,204	9,300
Maintenance & Repairs - Office Equipment	8,000	9,676	9,405
Meetings & Retreats	2,000	2,204	1,500
Office Expense	0	717	0
Office Supplies	12,000	7,905	7,000
Postage	3,300	2,789	3,300
Printing	7,500	7,368	8,000
Professional Services - Accounting	9,000	6,638	9,000
Professional Services - Payroll	3,400	4,148	3,900
Professional Services Other	0	0	3,000
Region IV Dues	1,000	1,000	1,000
Taxes & Fees	3,940	3,920	3,999
Stewardship & Planned Giving	0	305	0
Telephone/Internet	4,000	3,676	4,000
Travel Expenses	1,500	2,492	1,500
Admin Expenses	151,640	149,241	140,604
Custodial Services & Supplies	2,070	2,159	2,070
Equipment Purchases- Bldgs & Grounds	2,070	907	1,070
Insurance - Property	22,770	22,331	23,798
Maintenance - Grounds	10,350	12,929	10,350
Maintenance & Repairs - Equipment	1,000	138	500
Maintenance & Repairs - Bldg-Rectory	6,400	5,796	5,500
Maintenance & Repairs - Zabriskie	18,650	58,124	52,643
Utilities - Rectory	5,175	5,227	5,000
Utilities - Zabriskie	17,000	18,869	17,000
Other Misc. Property Expenses	100	1,000	0
Property Expenses	85,585	127,479	117,931
Adult - Formation	206	0	0
Adult Programs - Services	0	70	0
Adult Programs - Retreats & Meals	515	0	700
Adult Programs - Honoraria	515	650	300
Stipends - Seminarian	1,648	800	800
CYF-Services	2,060	501	1,300

2018-2019 Immanuel Church-on-the-Hill Operating Budget

Account	2018 Budget	2018 Actual Expenses	2019 Budget
CYF-Retreats & Meals	4,523	3,594	4,000
CYF-Supplies	3,090	3,651	2,770
Other Education Expenses	103	0	103
Education	12,660	9,266	9,973
Flowers - Supplies	6,400	7,425	6,000
Guest Clergy - Honoraria	500	500	0
Liturgy - Supplies	3,200	3,771	2,500
Music - Supplies	4,600	2,635	500
Music - Honoraria - Choir	34,780	37,186	29,000
Music-Honoraria - Substitute/Guest Musicians	0	0	1,000
Music - Services	500	338	500
Other Worship Expenses	500	0	0
International Anglican Congregation Ministry	0	4,590	0
Worship	50,480	56,443	39,500
Goodwin House Lunches	1,000	0	750
Parish Events	5,000	6,088	3,000
Senior Ministry	6,035	3,004	3,000
Newcomers and Evangelism	3,052	865	3,052
Other Community Expenses	500	0	0
Community	15,587	9,957	9,802
TOTAL PROGRAMS	78,727	75,667	59,275
TOTAL OPERATING EXPENSES	791,095	829,324	839,416
Support for other Organizations-Loose Plate	12,000	0	12,000
Liability Expense-Clearing Account	0	0	0
Total Non-operating Expenses	12,000	0	12,000
Transfer Expense - Facilities Reserve Fund-GF	0	18,716	0
Transfer Expense - Operating Reserve Fund-GF		29,878	
Transfer Expense - Endowment Fund-GF	0	1,325	0
Transfer Expense-Fixed Asset Fund-GF	0	9,890	0
Total Transfers	0	59,809	0
			0
TOTAL EXPENSES	803,095	889,133	851,416
TOTAL INCOME MINUS EXPENSES	0	(0)	0

PARISH MILESTONES 2018



BAPTISMS

“With Water and the Holy Spirit”

Leilani Allwine
Nolan Anton Enright
Eleanor Smyth Kabay
Paul Durham Kabay
Connor Lease
Kianstone Nganga Macharia
Kiana Angela Wambui Macharia
Judith Ramgolam-Singh
Kieran James Schiefelbein
Grayson Bliss Yates

ORDINATION

*“May he exalt you, O Lord,
in the midst of your people”*

The Rev. John E. Hogg

CONFIRMATIONS / RECEPTIONS

*“Strengthen, O Lord,
Your Servants”*

Myrtle Patricia Alexander

DEATHS/BURIALS in MEMORIAL GARDEN

“In sure and certain hope”

Mary Jean Anderson
Philip William Burge, Sr.
William Fenner “Bill” Frye IV
Daniel Morris Kelly
J. William “Bill” Kilpatrick
Arlo Lee Lloyd
Cathleen Martin
Mary Bush McCormack
C. Warren Phillips
Beatrice Ridao
David Kirk Williams

TRANSFERS OUT or MOVED AWAY

“The Lord shall preserve thy going out, and thy coming in, from this time forth”

Lori Denise Wagoner
David Reiner
Ava Reiner
Ahi Reiner
Susan Dawson
Sarah Mason
Derek Mason
Mary Huske Wade
James F. Post
Bliss Alfriend Miga
Kelli Esser
Heather Turner
Shirley McKinley

TRANSFERS IN

Sanjiv David Augustine
Sujatha Augustine
Sameer Aaron Augustine
Sandhya Rachel Augustine
Charles and Margie Griffith
Danette (Dani) Kauffman
Gretchen H. Thompson

MARRIAGES

“Knit their wills together”

Carter Lee “Kerry” Kelly
and
the Rev. Dr. Frank Wade

Theresa Julia Kliczewski
and
Sorin Marcu

Dorothy Allen Kellogg
and
David Alfred Lindsey

Thank you Pledgers

The Rev. Randy Alexander
The Rev. Patricia Phaneuf Alexander
Gerald and Eve Anderson
Elizabeth Arnold
Brad Ashton
David Atwood and Nancy Reuschel
Sanjiv and Sujatha Augustine
David Baird
Paul and Diana Beckmann
Caroline Bergmark
Karen Besser
Andy Biache
Andy and Alisa Biache
Benjamin Bridges
Stephen and Laylani Brown
Tom and Sally Guy Brown Jr.
Dennis and Julie Bruns
"Govenor" and Maria Burke
Gary and Mary Ashton Campbell
Hugh and Jan Campbell
Cynthia Caples
David and Susan Cavanaugh
Adrienne and Anthony Christino
Leif Christoffersen
Harrison Clark
James and Lisa Clausen
Adam and Laura Cohn
James and Kathy Conrad
Rebecca and Franc Cooper
Curt Cowan
Stephen Crippen and Andrew Stone
Carol Crossmire
Thomas and Carrie Cuddy
Barbara Currie
Bette Davis
Gary and Mei Lung De Vight
Harry Diffendal
The Rev. Bill and Shirley Dols
Linda Donahue
Natalie Doyle-Hennin
Jennifer and Mike Eckel
Jeannie Cummins Eisenhour
Jeremy and Erika Enright
Charles and Maria Fafard
Mark Fearer

Sara Fein
Pat Flagg
Jane Flinn
Barbara Fornoff
Aggie Fortune
Lisa Frye
Francois and Lynn Gas
Kenneth Gerhart and Lucia Hadley
Rick and Sarah Glassco
Nicholas And Jennifer Greiner
Charles D and Marguerite Griffith Jr.
Hance and Michiko Haney
Matt and Kathryn Haskin
Doug Henry
Tom and Debbie Hewson Jr.
Dick and Kathleen Hobson
John and Cameron Hogg
The Rev. Ruthanna Hooke and Judy Adkins
Suzanne Wilson Heckenberg
Taylor Houck
Rollin and Ann Huntington
Thomas Hussey
David and Marianne Ingold
David and Wendy-Lane John
Doug and Wendy John
Gordon and Frances Johnson
Ginny Johnstone
Keith June
Danette Gentile "Dani" Kauffman
Dorothy Kellogg
Kerry Kelly Wade
Margaret and Bill Kerekes
Susan Kernan
Tom and Roz Kerns
Kevin and Eileen Kirby
Barbara Kirkland
Kristi Kubista-Hovis
Jim and Connie Kurz
Paul Lartey and Alexandra Graham
Canice Levin
Len and Sue Lynch
The Rev. Jan A. Maas
Katherine Maas
Jessi Ruth MacLeod

Ann MacNamara
Martha Manson
Mia and Ken Mason
Chandley McDonald
Ken McDonald
Robert and Kendrah McDonald
Mike and Sudie McGahuey
Bryant and Madeleine Mitchell
Gertrude Mitchell
Kitty Montie
Bruce and Cynthia Morton
Bob and Carla Murray
Celia Ochs
Faith Olson
Douglas and Kameran Onley
Laura Parsons
David and Ginger Peabody
Betsy Perkins
Jackie Phillips
Everett and Susan Post Jr.
Ashlei Pujara and Robert Johnson
Barbara Ramsdell
Marcus Rarick
Joan Raybold
Mary Ann F. Rehnke
Michael Reinemer and Lisa Siegrist
Stefanie Reponen
Brooke Roberts
Marda Robillard and Patrick Tribe
Tony and Patsy Rogers
Mary Jane Ruhl
Jackie Rustigian
Timothy and Martha Sedgwick
Linda Serabian
Tom And Martha Shimkin
Pierre and Hilary Shostal

The Rev. Rachel Shows Rickenbaker
Dodd and Phyllis Sims
Catherine Sinclair
Stewart and Teresa Skubel
The Rev. John M. Smith
The Rev. John and Louisa Smucker III
Paul Smyth and Denise Freeland
Jim and Laura Snow
Dagobert and Lissa Soergel
Agnes Soos
Catherine Stanish
The Rev. Canon Rosemari Sullivan and Ted Sullivan
Kevin and Allison Switaj
Bobbie Thomas
Gretchen Thompson
Rosalie Urbine
Chris von Schoening
The Rev. Dr. Frank Wade
RADM Edward K. Walker, Jr.
Karen and John Walker
Michael and Diana Walker
Betty Wanamaker
Mollie Warner
Kevin and Hartley Wensing
Jeremy and Margaret Whelpley
Shawn and Kristin Whitman
Susan Wiard
Charles and Pamela Willard
Darrell and Leah Wilson
Marilynn Wilson
Jim and Nancy Wise
Teddy and Lindsay Yates
Katherine Smith and Brian Young

CLERGY AND STAFF

The Rev. J. Randolph Alexander, Jr. (ralexander@icoh.net)Rector
 The Rev. Rachel Rickenbaker (rrickenbaker@icoh.net).....Assistant Rector
 The Rev. Peter Gachira (pgachira@icoh.net).....Vicar, International Anglican Congregation
 The Rev. John E. Hogg (jhogg@icoh.net).....Assistant Rector for Children, Youth, and Family Ministries
 The Rev. Deacon Stephen Crippen (scrippen@vts.edu).....Seminarian
 Dr. Jane Tavernier (jtavernier@icoh.net).....Director of Music
 Eve Anderson (eanderson@icoh.net).....Treasurer
 Laura Snow (lsnow@icoh.net)Assistant Treasurer
 Sughra Bakhtiari (sbakhtiari@icoh.net).....Bookkeeper
 Aleta Y. Powell (apowell@icoh.net).....Parish Administrator
 Gilma Balcarcel.....Nursery Coordinator
 Stuart Dahlinger.....Sexton

THE VESTRY

Jeannie Cummins Eisenhour.....Senior Warden
 Jim Wise.....Junior Warden
 John Bednar.....Resources
 Karen Besser.....Register and Worship
 Jim Clausen.....Senior Ministry
 Jamie Conrad.....Stewardship and Planned Giving
 Janice Corbett.....Evangelism and Newcomers
 Mark Fearer.....Pastoral Care
 Keith JuneAdult Formation and Discipleship
 Chandley McDonald.....Outreach
 Martha Shimkin.....Children, Youth and Family Ministries
 Hartley Wensing.....Fellowship

WORSHIP SCHEDULE

SUNDAY

8:00 a.m., Holy Eucharist-I, Zabriskie Chapel
 9:00 a.m., Holy Eucharist-II, Zabriskie Chapel
 11:00 a.m., Holy Eucharist II, International
 Anglican Congregation, Zabriskie Chapel
 11:15 a.m., Holy Eucharist-II, Immanuel Chapel

MONDAY - FRIDAY

10:00 a.m., Daily Morning Prayer, Zabriskie Chapel

PRIESTS ASSOCIATE

The Rev. Patricia Phaneuf Alexander
 The Rev. Dr. J. Barney Hawkins, IV
 The Rev. Dr. Ruthanna Hooke
 The Rev. Jan A. Maas
 The Rev. John R. Smucker
 The Rev. Canon Rosemari G. Sullivan
 The Rev. Dr. Francis H. Wade

RECTORS EMERITI

The Rev. Dr. William L. Dols
 The Rev. Dr. Margaret Ann (Sam) Faeth

WEDNESDAY

6:00 p.m., Holy Eucharist-II, Zabriskie Chapel

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



Parish Office

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