



CHURCH *of the* INCARNATION

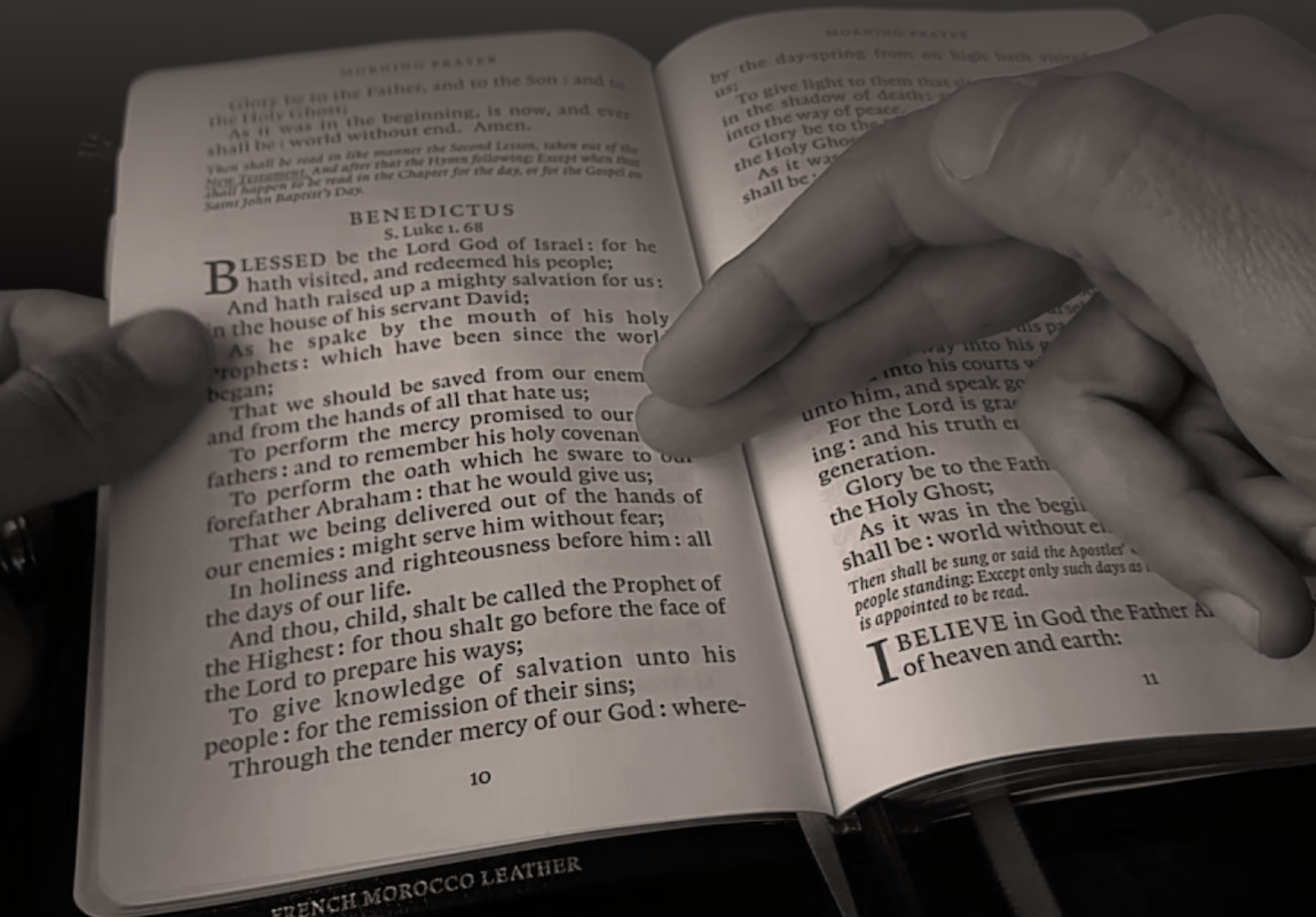
123rd ANNUAL PARISH MEETING

2018: THE YEAR IN REVIEW

Journey

TO A HOLY LENT

INCARNATION.ORG/JOURNEY



2018 vestry

ANTHONY BURTON, CHAIRMAN; JIM GRAU, SENIOR WARDEN;
STUART BUSH, JUNIOR WARDEN; MATTHEW BOMBERGER;
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ADRIANNE DUVALL; LEILA GARY; JIM GRAVES; JAYNA HEMBREE;
GREG MOORE; GAY OXFORD; SCOTT PALMER; DAVID PARSONS;
JARED SHELTON; MEG BOYD; ELIZABETH STEED; ANDY WELCH

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MEREDITH CANTRELL NURSERY COORDINATOR
ELLIOTT CARPENTER ASSOCIATE FOR LITURGY & WORSHIP,
UPTOWN CONTEMPORARY SERVICES, EVENTS
JIMMY CASEY SEXTON FOR INCARNATION NORTH
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MICAH CRISSEY INCARNATION ACADEMY HEAD OF SCHOOL
SHANNON DANIELS PROJECT MANAGER
HALEY DETTRA DIRECTOR OF RESOURCE MANAGEMENT & SPECIAL PROJECTS
SCOTT DETTRA PRECENTOR & DIRECTOR OF MUSIC
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SHELLEY EISENLOHR DIRECTOR OF ADMINISTRATIVE SERVICES & COMPLIANCE
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KATHY KING CHILDREN & FAMILY MINISTRY ADMINISTRATOR
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JENNIFER LEBLANC CHIEF OPERATING OFFICER
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ANNE MACKINTOSH MISSION & OUTREACH 75204 PROJECT MANAGER
STEVE MARR WEB & MEDIA SERVICES
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BECKY MIDDLETON DIRECTOR OF CONTEMPORARY MUSIC
JOHN MONGER EXECUTIVE DIRECTOR OF FACILITIES MANAGEMENT,
SECURITY, & TECHNOLOGY
MATTHEW POOL ASSOCIATE FOR LITURGY & WORSHIP, TRADITIONAL SERVICES
GRAHAM SCHULTZ ASSOCIATE DIRECTOR OF MUSIC
KATE SMITH FELLOWS PROGRAM DIRECTOR & ASSOCIATE FOR ADULT FORMATION
SARA SNOWDEN MISSION & OUTREACH PROJECT MANAGER
DONNA STACK STUDENT MINISTRY ADMINISTRATOR
SABRINA STEWARD MISSION & OUTREACH DEPT. ADMINISTRATOR
NAOMI SUNDARA YOUNG ADULTS ASSOCIATE
MANDI TROUSIL MIDDLE SCHOOL MINISTRY ASSOCIATE
JOSE VIERA SEXTON
CAROLINE WALLER FELLOWS PROGRAM COORDINATOR

full-time clergy

THE RIGHT REV. ANTHONY J. BURTON RECTOR
THE REV. S. THOMAS KINCAID III VICE RECTOR
THE REV. OLIVER LEE PASTORAL CARE
CHASE SKORBURG PASTORAL LEADER, TRADITIONAL WORSHIP
THE REV. JOHN SUNDARA ADULT FORMATION
THE REV. DAVID THOMPSON INCARNATION NORTH CAMPUS
THE REV. RYAN WALLER UPTOWN CONTEMPORARY WORSHIP

part-time clergy

THE REV. CN. VICTOR AUSTIN THEOLOGIAN-IN-RESIDENCE
THE REV. DOROTHY BUDD DEACON
THE REV. JUDY FRIZZELL DEACON
JON JORDAN PASTORAL ASSISTANT, INCARNATION NORTH

retired clergy

THE REV. FREDERICK C. PHILPUTT ASSISTING
THE REV. THOMAS G. KEITHLY ASSISTING

incarnation academy staff

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JILL BELLEW BUSINESS MANAGER
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TERESA ALLAN
KAREN CAMARGO
JESSICA CASTRO
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CARMON HOBBS
ANN HOWELL
LAGLENDRA HUGHES
ANA MACHOGUE
ELDA MANCHA
PATRICIA MARTINEZ
RAYMUNDA MARTINEZ
ELSA MORENA DE MUNOZ
VANESSA MORENO
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IRIS SERANNO
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ANNE SPRADLEY
JENNIFER STOVER
GHENET TEWELDE-KIDANE
CYNTHIA THOMPSON-MCGEE
KHIRSTIN TWO CROW
MICHELLE VALBUENA
MARION WALTER
ANETHA WARD
ASHLEE WARD
BRIANNA WILLIAMS
KIMBERLY WILSON
HANNAH WORD

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*fr. thomas kincaid, archbishop justin welby, presiding bishop michael curry,
and bishop anthony burton at the radvo conference.*



jim grau SENIOR WARDEN'S REPORT

It has been an honor and a privilege to serve as your Senior Warden again this year. In last year's Annual Report, I noted that the ministry at Church of the Incarnation has worked very hard to teach Incarnation's mission to worship, grow, serve, lead,

and give biblically and theologically. And, to help participants reflect on their own discipleship, and to think about the next steps for their growth. The goal being to increase the depth of discipleship within our parish that, in turn, increases:

- Worship attendance during the week
- Participation in Growth Groups, Sunday School, and weekday classes
- The number of volunteers for service and mission opportunities
- The number of leaders in our parish in all respects, including teaching, hosting, liturgy, choir, worship band, Welcome Ministry, and mission trips
- Tithes and giving

That hard work continued in 2018. I could have used much of what I wrote in my report from last year, because so many positive things at Church of the Incarnation have remained the same. Because of your work, Incarnation met its budget; the number of parishioners who pledged increased; the percentage of money pledged increased; and the 2018 service attendance increased. As before, this happened because of you, and everyone committed to making sure that the mission was the focus. The mission of Incarnation is to worship God in the great tradition of the Church; to make disciples of Jesus Christ; to serve the poor; and to raise up leaders for the renewal of the Church nationally and internationally. This mission is our center. It is our guide for what we do as a parish.

While some things have remained the same, there has been no attitude of "mission accomplished." No complacency set in. The best example to offer of this is Incarnation establishing a satellite campus, Incarnation North Campus. This satellite is in keeping with the mission and ministry. In order to launch the new campus, needed improvements to programs and personnel are required. At the same time, building improvements are required as well. The Vestry approved expenditures for capital improvements at Incarnation North in an amount not to exceed \$1.5 million. The Vestry further authorized the retention of a contractor to assist in the completion of those improvements. Donations from enthused parishioners have stepped up to cover

the costs of the staff, programs, and building improvements. We anticipate completion of these improvements by August 1, 2019, in time for the opening of the North Campus this fall.

Again, what is happening at Incarnation is happening because of you and everyone committed to making sure that the mission is the focus. While Incarnation North is an exciting look ahead, let me offer a year-end review of the great work from this past year at Incarnation.

The year began with more than 30 missionaries traveling to Belize in January. Their work included water pump replacement in two refugee villages, instilling health, hygiene, and Christian education in schools, installing proper lending libraries and play yard equipment in two schools, and performing light construction at two Anglican churches.

Disaster relief work continued in the coastal areas of Corpus Christi, Rockport, and the coastal bend area. There was a remarkable Day of Service in April at the Roseland Community. On that day, over 500 volunteers from Central Dallas Church, Church of the Incarnation, Pilgrim Rest Missionary Baptist Church, St. Paul United Methodist, Dallas Housing Authority, Head Start Preschool, Dallas Independent School District, and residents of the Roseland Community came together to work. Some of the highlights included landscaping at three locations, constructing a new pavilion, decorating lobbies, stenciling hallways, painting the Head Start facilities, improving storage, and so much more. As significant as it was to build structures that day, perhaps more important was the building of relationships.



belize mission trip



heart of uptown 5k

A mission trip to Honduras took place in June—the 18th year for that mission work. Those missionaries continued work on a church built in Copan, La Iglesia Santa Maria Virgen. They also began construction of a vicarage atop the existing church where they set up their medical and dental clinics. In the fall, a group of missionaries took another trip back to Nepal. Their Medical Education and Leadership teams saw over 2,000 Nepalese brothers and sisters over a four-day period. The Incarnation Foundation funded a portable blood analyzer, which helped the team of doctors make well-informed diagnoses. Mission & Outreach continued in Man Up and Ladies of Leadership mentoring. In that program, 20 women and 19 men worked to mentor young men and women at North Dallas High School.

Numerous volunteers participated in the Roseland Thanksgiving Feast, providing food and service to many people who otherwise would not have had Thanksgiving Dinner or who would have been alone. In addition, the Dick Granger Neighborhood Ministry, whose mission it is to assist those in need who are working, or capable of working and actively seeking a job, served 39 separate clients and paid over \$29,000 to cover rent, utilities, and other services.

The November Food Drive and Angel Tree adoptions this year, as in the past, were a great success and provided food and gifts to nearly 1,000 neighbors and children in Child Protective Services Custody. In addition, it was another wonderful year of giving to Mission & Outreach ministries such as the Community Health Fair, Austin Street Center, and Learning Pals.

In May, Incarnation hosted its first-ever 5K, Heart of Uptown, held right in our neighborhood. The 5K benefited Incarnation House and Dallas Children's Advocacy Center. This event proved to be a culmination of both service and growing disciples through getting out into our community and making Church of the Incarnation's work visible to our immediate neighbors.

In September, Incarnation was the host for the Radical Vocation (RADVO) Conference. The conference has a worldwide mission to invite those interested in being ordained into the ancient order of priesthood in modern-day society. The main purpose of the conference was to discuss Anglicanism and invite those who are interested in serving and leading within the Episcopal Church to join. The three-day event featured some of the top leaders in the Anglican communion, including the Archbishop of Canterbury, Justin Welby, and the Presiding Bishop, Michael Curry.

During Lent this past year, the Liturgy & Worship and Music teams collaborated to provide a truly different change of pace to quiet our minds and open our hearts to God by challenging us to simplify our lives. This change included black and white promotions and bulletins, simplified music, and a social media blackout in preparation for the holiest week of the year. To add to our Lenten disciplines, they also created a way for us to come together face-to-face at FaceTime Fridays, where we participated in Stations of the Cross and gathered for fellowship and welcome instruction on how to simplify our lives and make more time for God.

Scott Dettra, his staff, The Incarnation Choir, Becky Middleton, and The Uptown Band continue to enrich our worship services. The music in both traditional and contemporary services has been truly inspirational. In addition, this year Scott Dettra launched the Incarnation Choir School. This after-school program for children ages 7 and up has offered an excellent musical education for these children. The choristers have participated in the program and have sung at many of our worship services. Scott Dettra was also instrumental in bringing London's Choir of Royal Holloway to Church of the Incarnation for a concert and participation in our worship services. Additionally, the church presented the Choir of Washington National Cathedral in concert in June.



incarnation choristers

During this past year, Adult Formation kicked off a new initiative, Deep Roots. This new endeavor included a sermon series, art installation, and most notably, the start of Incarnation's core curriculum, the Discipleship Pathways courses: Worship, Grow, Serve, Lead/Give, and Canterbury, a Confirmation preparation and Anglican overview course. Each course featured a workbook developed by the Incarnation team, that personalizes these values for the work and worship that we do collectively here.



discipleship pathways courses

Growth Groups advanced in growth, particularly through the two Group Link sessions hosted in spring and fall, designed to be an information meeting for those interested in joining a group and cultivating friendships through fellowship. We continued with our Incarnation Lecture Series and began a new series led by our Theologian-in-Residence, The Reverend Canon Doctor Victor Lee Austin, titled Good Book & Good Talk.

In response to society's recent outcry for support and awareness on mental health, Incarnation hosted its second Mental Health Awareness night. We made mental health a priority by making it the focus of this year's Theology Live. On Monday nights in June, we heard from professionals and experts in the field in an effort to de-stigmatize this growing epidemic.

The Young Adults ministry continues to grow with the addition of new 20s and new 30s Growth Groups. Additionally, they hosted several events to promote fellowship within the group such as The Gathering, Night of Worship, Flannels & Ciders, and their annual Christmas Party.

The Beecherl Corrigan Fellows Program continues to thrive. The Fellows have become such an integral part of Church of the Incarnation life. They have helped in serving on Sundays and during Holy Week, serving the youth for their Disciple Now weekend, hosting potential Fellows, and then heading

to Washington D.C. to participate in the Annual Fellows Conference. In addition, they were involved in a Roseland Christmas party, helped with the Angel Tree ministry, stuffed countless Christmas Eve Service bulletins, and did so with a smile.

We saw Student Ministry continue their participation in Community Worship, which is a monthly youth group event where Pilgrim Rest and Incarnation have partnered together to reach students not only within our church, but in the community as well. This program arose out of a need to provide a place for students to get to know each other better, hang out, play games, use their gifts and talents, and grow spiritually.

The Summer Intern program completed its third year. It has grown every year since it started in the summer of 2016. This year, Student Ministry set a new record with 40 summer interns. Over the summer, the interns served in Vacation Bible School and around the church in various departments and ministries. The Middle School Ministry served in the neighborhoods of West Palm Beach, helping children through local VBS groups, serving in a nursing home, and clearing overgrowth and debris from school pathways to make it easier for students to get to school. The High School Ministry traveled to Haiti to work with Haitian students, improve family homes, and minister to the community.

Children & Family Ministry saw 29 children presented for their first communion in May. 140 children registered for Vacation Bible School, and 50 volunteers signed up to help. Children & Family ministers provided many other opportunities for fellowship and community, including Fellowship Dinners, the Shrove Tuesday Celebration & Pancake Supper, Palm Sunday Children's Parade, Easter Egg Hunt, pool parties, All Saints' Children's Parade, Advent Family Night, and a beautiful Christmas pageant.



student ministry community worship

I could have gone on and offered more as there is more to tell on all that is happening at Incarnation. However, I expect you get the point. This is an exciting time, and I cannot wait to see what the future holds. As I close, I would like to thank each of you who have made Church of the Incarnation such a remarkable and special place. I would also like to offer special thanks to the following:

- To the Rector and all the clergy: You are all truly outstanding. Bishop Tony, thank you for your support this year and last. Thank you for your vision and leadership.
- To Vice Rector Father Thomas Kincaid: You handled so many things so well, and typically with a smile and a positive attitude.
- To Junior Warden Stuart Bush: You did an outstanding job, and you offered wise counsel, a calm voice.
- To the Incarnation Staff: As this church continues to grow, you continue to meet the challenges of that growth.
- To the lay leaders who have served with me on the Vestry: There were a few tests along the way and you passed them all. Special thanks to Leila Gary, Gay Oxford, Matt Bomberger, and David Parsons, all retiring at the end of their three-year terms.

- To Joe Chumlea, our Chancellor: It was a great benefit to have served as a Senior Warden for two terms with you as Chancellor every step of the way.
- To Dow Crocker, our Vestry Treasurer: You have our deep gratitude for so many years of service in this critical role. It was comforting to know during my terms that you were watching our bottom line.
- To Mark LaRoe and all the women and men who make up the Incarnation Foundation: All I can say is you have done an outstanding job.

It has been a privilege to serve in this role, and I look forward to seeing what 2019 brings to Church of the Incarnation.




2018 VESTRY FROM LEFT ROW ONE *adrienne duvall, jayna hembree, gay oxford, elizabeth steed, wendy skorburg, catherine brady, leila gary*
ROW TWO *bishop anthony burton, greg moore, andy welch, matthew bomberger, jared shelton, jim grau, scott palmer, david parsons, joe chumlea, stuart bush*
NOT PICTURED *dow crocker and michael sturdy*



stuart bush JUNIOR WARDEN'S REPORT

This past year represented another exiting year of growth and development for Church of the Incarnation's main campus on McKinney Avenue, as well as our new "north campus." Our Welcome Center, Education Building, and Ascension Chapel

continue to be fully utilized by the parish and represent wonderful new resources for our continued expansion of programs. The RADVO conference in September, which provided tremendous exposure for our parish on a global basis,



the choir of royal holloway

could not have happened without these new facilities. From a facilities perspective, our focus has been on several different areas:

- **North Campus:** We initiated the renovation process for the north campus, including a successful initial inspection, followed by a full evaluation of our future facility needs, and then retained Pritchard and Associates as the project consultant for the site renovation. Renovation work commenced in January of 2019.
- **Landscaping:** We conducted a thorough evaluation of our grounds, selected a new landscaping service provider, and completed new landscaping plantings and sprinkler line repair for areas on the main campus. We feel this investment upgraded the appearance of our grounds and provides a sustainable maintenance program going forward.

- **New Stained Glass:** In December, we installed a new Canterbury Studio window on the north wall of the Ascension Chapel graciously funded by George and Lisa Longino. We have plans to install another beautiful window in early 2019, also in Ascension Chapel. We are excited about the continued legacy of beautiful stained glass on the Incarnation campus.

- **Stained Glass Restoration:** We retained Daniella Peltz Stained

Glass during the course of the year, and the firm recently completed its exhaustive survey and evaluation of the stained glass in our church sanctuary. In the coming months, based on Peltz's recommendations, we will begin a multi-year restoration project of our treasured windows which are now approaching 65 years old. It will be a major priority to plan this restoration, being very mindful of our Easter and Christmas seasons, as well as other important events.

We also found what we hope is a permanent solution for the beautiful outdoor fountain by the Columbarium which had previously been a challenge dating back to its installation a few years ago. Maintaining the peaceful beauty of that area on our campus continues to be a high priority for our church leadership.

Jen LeBlanc, the Chief Operating Officer, and our new Executive Director of Facilities Management, Security, & Technology, John Monger, have brought a new level of professionalism and heightened attention to the upkeep and maintenance of our facilities and grounds. There has been a renewed focus on the long-term needs of our properties and infrastructure. Jen, John, and their team have been a tremendous delight to me as Junior Warden and will be a tremendous resource for the parish in the coming years.

I also want to thank the facilities committee, consisting of Greg Moore, Elizabeth Steed, Kay Beecherl, and Andy Welch, for their tremendous service this past year. They have been an invaluable resource for all of these key projects, and I can't thank them enough for their time and devotion to the parish.

Many sincere thanks to Bishop Burton for his inspirational leadership and Father Kincaid who continues great work managing the parish's staff and operations. I also owe an enormous thanks to Jim Grau for the incredible amount of time he has spent over the last two years as Senior Warden and what a gift he has been to this parish's transformational time of growth.

church of the incarnation PHOTO RECAP



day of service 2018: roseland community



incarnation lecture series with theologian-in-residence victor lee austin



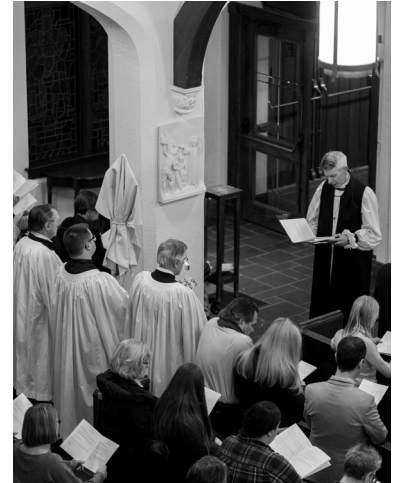
palm sunday



shrove tuesday pancake supper & mardi gras parade



incarnation academy easter egg hunt



facetime friday



the sunday of the resurrection: easter day



good friday



the great vigil of easter



easter egg hunt



maundy thursday



ash wednesday



mark h. laroe **THE INCARNATION FOUNDATION**

The Incarnation Foundation is a great way to leave a legacy gift to the place we all love and hope to pass down to future generations. We had a wonderful year in 2018 and have great plans in store for 2019 to continue to do the great work that God has called us to do.

Our existing portfolio had income and gains of \$2.3 million in 2018; and on top of that we received nearly \$170,000 in gifts. Most of these gains were due to the sale of the oil and gas properties that were owned by the Foundation. The impact of these gifts and revenue can be seen in many different areas of outreach in our church.

In 2018, the Foundation awarded \$327,715—in 13 different grants. These monies in part supported:

JOURNEY TO THE CROSS

An interactive art experience featuring the final moments of Christ's life before his death, burial, and resurrection. This experience is both an outreach and evangelism moment to share the Gospel with thousands of our neighbors in the Uptown, downtown, and East Dallas areas and a unique invitation to Holy Week services at Incarnation. Coming: April 2019.

KIM PHUC LECTURE

Experience an unforgettable journey to forgiveness from one of Vietnam's most memorable survivors.

2018 CONCERT SERIES

This year's series included a concert by Stile Antico in December, the Westminster Choir in January, and includes upcoming concerts by the Choir of Saint Thomas Church Fifth Avenue, the debut concert of Incarnatus (our own, new professional concert choir), and the choir of New College, Oxford. We expect a total attendance of about 2,000 people at these five concerts, many of whom are not parishioners. The concert series is a very effective way to get people who are new to Incarnation through our doors.

MISSION TRIPS

Equipment was needed for home restoration, nutrition, and education in Haiti, and medical equipment in Nepal. The portable blood analyzer purchased for Nepal will be a tremendous recruiting tool for doctors and nurses to join our field medical teams abroad and at home for annual sports physicals. This year alone, hundreds of patients received immediate notification of health issues requiring follow up.

INCARNATION CHOIR SCHOOL

The Incarnation Choir School provides resources to educate children about music in the context of Christian worship, equipping them with musical and leadership skills for a lifetime, and forming them in the faith as leaders of worship.

Because generations before us made it possible for us to worship God and grow in the teachings of Jesus Christ, it is our responsibility to continue the pattern for others to follow.

The board of directors is committed to stewarding the money we are entrusted with wisely to further God's mission that he has bestowed upon us.

New Foundation directors in 2018 include Sharon McGowan, Joe Chumlea, and Jann Mackey. We also thanked Jim Graves for fulfilling nine years of service to the Foundation as a treasurer and a truly essential member of the finance committee. Jim set up many checks and balances to ensure long term success in managing the funds with great integrity.

If you haven't yet thought about leaving a legacy gift to the Incarnation Foundation, talk to your family or a financial advisor about it. Did you know that it is more beneficial to leave an IRA or insurance policy to a nonprofit than to a family member who will pay taxes on that money? The easiest way is to leave a percentage of your retirement like a 401K or IRA. Simply speak to your managing company or HR representative to change your beneficiary form. You can also gift a percentage of other assets to the Foundation as well. The Incarnation Foundation is here to carry out the work God has entrusted us to do, and it wouldn't be possible without the generosity and the leaders within our parish seeking out new ways to carry out our mission. Thank you for entrusting us with these resources all in the name of Jesus Christ.

PRESIDENT, THE INCARNATION FOUNDATION



dow crocker **TREASURER REPORT**

2018 was an exceptional year for Church of the Incarnation. Records were broken for attendance, and the generosity of our expanding parish population provided us

with a record of over \$5.7 million in pledges and gifts.

With this growth came growing expenses as well, but with the clergy and staff's keen eye on cost control, we finished the year with a small surplus. Through the year, we were able to provide outstanding services and programs, and also add \$100,000 to our reserves.

Along with adding to our reserve fund in 2018, the church was also able to pay down a significant portion of our building loan balance using pledges and commitments associated with our "Lift High the Cross" campaign. The remaining balance will be paid over the next several years as designated pledges and gifts continue to be received.

The year ahead will be exciting with the continued growth at our fabulous campus and the great work in front of us at Incarnation North Campus. The church can only accomplish these lofty goals with your continued support.

Thank you for your financial support for Incarnation in 2018. Your pledges and gifts allow these great things to take place and we pray for your continued generosity in 2019 so that we can serve an even greater number of people this year.



backpack blessing & ready to grow sunday



ascension chapel lower nave window dedication



group link growth group event

church of the incarnation PHOTO RECAP



silver saints spring luncheon



children & family ministry fellowship dinner



first communion class



student ministry: disciple now weekend



washington cathedral choir



children & family pool party



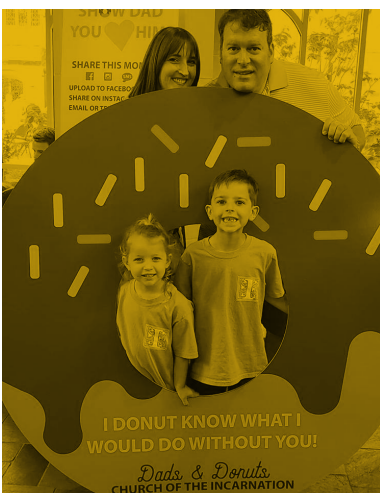
theology live



july 4th parade



vacation bible school



father's day: dads & donuts



honduras mission trip



community health fair



student ministry summer interns



john martin FELLOWS REPORT

Start Life Well. This is the goal of the Uptown Fellows program. It has been a wonderful opportunity to be the Board Chair this past year for our Uptown Fellows Program. Our hope is that each Fellow will see that their life and work can intersect with God's purpose. We pray that they can

look back on their Fellows year as one that led to a concrete direction for their future where God gave them spiritual tools and practical work placements that harnessed who they would become. I have been able to watch firsthand this year's Fellows grow spiritually, mentally and in their careers.

From North, South, East, and West with interests varying from athletics to counseling, a bond has formed between these Fellows. They have gone on youth retreats, helped with service projects in Houston, attended a mission trip to Belize, tutored those from underserved communities, and shared a common life for a year.

In September of 2018, the Uptown Fellows welcomed six members of the class of 2018-2019:

RACHEL BURGESS

College: Centre College, Danville, Kentucky
Employer: The Holocaust Museum

CAROLINE CLARK

College: Appalachian State University
Employer: Gateway of Grace

JORDAN GUNDERSEN

College: University of North Carolina—Chapel Hill
Employer: Sunwest Communications

ABBY LEAKE

College: The University of Tennessee—Knoxville
Employer: Bonton Farms

BRITTANY NAUMANN

College: Roanoke College
Employer: Bankers Life Insurance Company

MICHELLE RIBBLE

College: Kansas State University
Employer: Kellerman Foundation

At Church of the Incarnation, the Uptown Fellows program is a 9-month, Christian Leadership platform for recent college graduates who will: live together in Christian community,

pray together daily, work part-time in the field of their choice, study scripture and Christian literature, connect and learn from mentors, and serve the church and surrounding community.



2018-2019 uptown fellows class

This program is for graduates who want to take a year to center their hearts and minds before launching into their career. It's for pre-professional graduates who want to use their gap year wisely before the start of graduate school or while waiting to get in to a graduate program. It's for young adults contemplating work in ministry. It's for those who want to work in their field of interest before committing to a career choice. It's for anyone still deciding about his or her future and making a choice to bring God into the conversation.

If you or someone you know is interested in applying to be a Fellow or discussing a job opportunity available for one of the young people in the next Fellows class, please email the program director, Kate Smith, at fellows@incarnation.org.

Please join us in prayer as we continue to recruit for the 2019-2020 class of Fellows

CHAIRMAN, BEECHERL CORRIGAN FELLOWS

The Beecherl Corrigan Fellows Program at Church of the Incarnation known as The Uptown Fellows is named in honor of two long time leaders in the parish's life, Louis A. Beecherl, Jr. and Leo F. Corrigan, Jr. through a generous program endowment funded by Mr. and Mrs. Peter O'Donnell, Jr. and managed by The Incarnation Foundation.

UPTOWNFELLOWS.ORG

2018 STATISTICAL REPORT

BAPTIZED & CONFIRMED MEMBERS AS OF JANUARY 1, 2018		4,590
ADDED	Transferred In	29
	Added on Recognition	95
	Baptized	66
	Confirmed (New Members)	9
TOTAL ADDED		199

SUBTRACTED		
	Transferred Out	25
	Deaths	28
	To Inactive	8
TOTAL SUBTRACTED		61

BAPTIZED & CONFIRMED MEMBERS AS OF DECEMBER 31, 2018 **4,728**

BAPTISMS	Youth (to age 16)	59
	Adults	7
TOTAL BAPTISMS		66
CONFIRMATIONS	Youth	22
	Adults	9
RECEIVED	Adults	3
TOTAL CONFIRMED/RECEIVED		33
DEATHS		28
MARRIAGES		19
EUCCHARISTS	Sundays	355
	Weekdays	308
Daily Offices (Morning & Evening Prayer)		520
Parochial Visits by Clergy and Community of Hope		572

SUNDAY SCHOOL ENROLLMENT

Nursery Teachers	25
Nursery Children	157

CHILDREN'S CHRISTIAN EDUCATION

Spring Teachers	25
Spring: Students Pre-K–5th grade	135
Fall Teachers	28
Fall Students Pre-K–5th grade	143

STUDENT MINISTRY

Confirmation Teachers/Leaders	6
Middle School Teachers/Leaders	6
High School Teachers/Leaders	7
Confirmation Students	22
Middle School Students	35
High School Students	40

ADULT CHRISTIAN EDUCATION

Teachers (Sunday)	6
Teachers (Weekday)	5
Students (Sunday)	395
Enrolled (Weekday)	85

INCARNATION ACADEMY

Teachers (Full Time)	36
Teachers (Part Time)	10
Students	265

BALANCE SHEET

(combined funds)

FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

ASSETS

	2018	2017
Unrestricted Cash and Savings	\$ 750,509	\$ 853,413
Restricted/Designated Cash and Savings	4,553,207	4,469,776
Designated Bookstore/Library Assets	107,468	99,452
Fixed Assets, net of Accumulated Depreciation	35,193,346	35,321,331
Other Assets	510,206	385,196
	<u>\$ 41,114,736</u>	<u>\$ 41,129,168</u>

LIABILITIES AND FUND BALANCE

Liabilities

Accounts Payable	\$ 190,964	\$ 156,479
Revolving Line of Credit	2,328,619	3,388,703
Prepaid Incarnation Academy Tuition/Registration	51,335	50,905
Prepaid Pledges	553,103	576,753
Total Liabilities	<u>3,124,021</u>	<u>4,172,840</u>

Fund Balance

General Fund	32,226,689	35,786,085
Restricted/Designated (NonBudget)	5,764,026	1,170,243
Total Fund Balance	<u>37,990,715</u>	<u>36,956,328</u>
	<u>\$ 41,114,736</u>	<u>\$ 41,129,168</u>



rally day 2018

STATEMENT OF REVENUE & EXPENSES

general operating fund

FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2018

	ACTUAL	BUDGET	VARIANCE
REVENUES			
Pledges - Current Year	\$ 4,597,786	\$ 4,660,000	\$ (62,214)
Pledges - Prior Year	42,111	25,000	17,111
Plate Cash	105,770	80,000	25,770
Non-Pledge Donations	854,510	1,055,000	(200,490)
Interest Earned	3,563	3,000	563
Other Income	4,315	3,500	815
Incarnation Academy Rental Income	60,000	60,000	-
Temporary Restricted Funds Released	51,258	-	51,258
Wedding Fees, net of expenses	18,952	9,000	9,952
TOTAL REVENUES	5,738,265	5,895,500	(157,235)
EXPENSES			
Administration			
Salary and Benefits	1,631,496	1,770,564	139,068
General Administration	212,586	228,500	15,914
Interest Expense	111,633	122,500	10,867
Clergy Professional Expense	22,434	34,500	12,066
Utilities	274,578	245,500	(29,078)
Insurance	147,790	136,600	(11,190)
Diocesan Assessment	674,551	674,551	-
Property and Grounds	648,844	616,403	(32,441)
Communications	294,271	410,333	116,062
Professional Fees	43,760	35,000	(8,760)
New Church Equipment	75,693	72,362	(3,331)
4061 Central	29,822	37,899	8,077
Total Administration	4,167,458	4,384,712	217,254
Programs and Ministries			
Christian Formation	324,291	301,575	(22,716)
Student Ministry	229,183	232,135	2,952
Pastoral Ministry	69,731	70,153	422
Music Ministry	517,999	510,611	(7,388)
Nursery	41,250	48,763	7,513
Outreach	289,458	287,452	(2,006)
General Ministry Expenses	129,548	167,380	37,832
Fellows Program Support	34,457	39,135	4,678
Discretionary Support	10,996	11,000	4
Total Programs and Ministries	1,646,913	1,668,204	21,291
Incarnation Academy, net (revenues)	(189,349)	(161,136)	28,213
TOTAL EXPENSES	5,625,022	5,891,780	266,758
Transfer (to) from Operating Reserves Fund	(100,000)	-	(100,000)
NET INCOME	\$ 13,243	\$ 3,720	\$ 9,523

church of the incarnation PHOTO RECAP



blessing of the animals



alister mcgrath: science + religion lecture



student ministry fall retreat



incarnation academy halloween parade



young adults night of worship



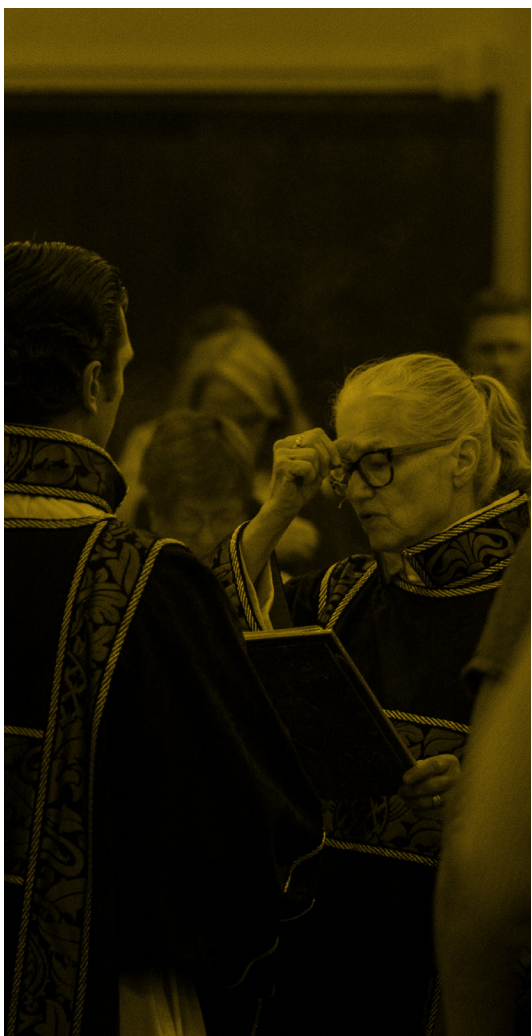
advent family night



nepal mission trip



stile antico concert



all souls' service



all saints' parade



angel tree gift drop off night



st. nicholas sunday

february 4, 2018 **ANNUAL MEETING MINUTES**

MEETING INTRODUCTION

The 122nd Annual Parish Meeting was hosted in Ascension Chapel. Fr. Thomas Kincaid opened the meeting in prayer and Bishop Tony Burton called the meeting to order. A motion was moved and seconded to approve the 2017 minutes.

RECOGNITION OF VESTRY MEMBERS

Members moving off of the Vestry were given thanks and recognition: Stephen Bodwell, Junior Warden; Meg Fahrenbrook, Erick Fredericks, Bill Ward, and Todd Welty. Thanks were also given to Dow Crocker, Treasurer; Jim Graves, Assistant Treasurer; Joe Chumlea, Chancellor; and Jim Grau, Senior Warden. Bishop Burton appointed Jim Grau as Senior Warden for the 2018-2019 year.

VESTRY NOMINATIONS & CONVENTION DELEGATES

Discussion was held about the Vestry Nomination Committee to select the Vestry and delegates for the Diocesan Convention. There were no nominations from the floor. Nominations were up for Vestry, it was voted by acclamation, a motion was put forth, seconded, and so moved. Five new Vestry members were approved.

Discussion was held about the delegation for the Diocesan Convention. There were no floor nominations. Everyone was to vote for 8 of the nominated Delegates. The ballots were collected as members left Ascension Chapel.

MEETING MESSAGE

Fr. Thomas Kincaid invited 25 individuals to share the variety of initiatives and ministries that were specifically new or growing in 2017. The ministries/projects represented were:

- Sermon series on Acts of the Apostles
- XP Groups
- Student Ministry partnership with Central Dallas Church and the Roseland Community
- Installation of the new stained glass in the East Window
- Growing attendance across all services, particularly of young families
- Mission trip to Nepal, a medical trip that helped fund a birthing center and took a team of providers who saw >1,100 patients
- Continued growth at Incarnation Academy
- Partnership with Central Dallas Church, including re-opening of the Roseland Community Center

- Ordinations of Frs. Sundara and Waller, along with multiple individuals currently in the discernment process
- Thanks for the generosity of the parish which allowed the year to end with a surplus rather than drawing on “rainy day funds” as originally planned
- Bringing Faith Home initiative, which provides tools for spiritual foundation across all ages
- Refugee Prayer Vigil
- EpiscoWhat? topic cards
- Incarnation Choir featured on BBC radio
- FaithPath resources that are given to parents on milestone ages of children
- Incarnation Lecture Series
- Evangelism Series with Mtr. Samira from Gateway of Grace
- Mental Health Night
- Incarnation Bible Institute
- Ladies of Leadership program
- Disaster Response trips following Hurricane Harvey to the Rockport area
- Incarnation 101
- MANna Program
- Fellows Program
- Church in the City

Fr. Kincaid introduced the theme for Lent 2018, followed by a short video by Bishop Burton and the Fellows. In the video, Bishop Burton discussed the importance of the fasting of Lent in preparation for the feast of Easter. The theme for Lent was “Simplify,” and members of the congregation were encouraged to abstain from social media and/or other distractions in order to “meet God in the quiet.” The church also announced it would be simplifying various aspects of the service, including black & white bulletins and simplified service music.

CLOSING

Fr. Kincaid closed the meeting in prayer.

church of the incarnation PHOTO RECAP



traditional christmas eve service



a festival of nine lessons & carols



children & family ministry christmas pageant



uptown contemporary christmas eve service



young adults christmas party



CHURCH *of the* INCARNATION

sunday services with holy communion

7:30 AM TRADITIONAL (WITHOUT MUSIC)

9 AM TRADITIONAL
UPTOWN CONTEMPORARY

11:15 AM FULL CHORAL SERVICE
UPTOWN CONTEMPORARY

5 PM CHORAL EVENSONG
UPTOWN CONTEMPORARY

weekday services

8 AM MORNING PRAYER & HOLY COMMUNION

4:40 PM EVENING PRAYER

WED NOON HOLY COMMUNION WITH ANOINTING