



CHURCH *of the* INCARNATION

# 121<sup>st</sup> ANNUAL PARISH MEETING

2016: THE YEAR IN REVIEW



# GET YOUR LENT TOGETHER

MARCH 1 – APRIL 13



**FASTING & SELF-DENIAL**



**READING & MEDITATING**



**PRAYER**



**SELF-EXAMINATION**



**REPENTANCE**

**INCARNATION.ORG/LENT**

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LEILA GARY; ORRIN HARRISON; ANDREW LEONIE;  
MARY LIVINGSTON; GAY OXFORD; LARRY TATE; BILL WARD;  
TODD WELTY; WARREN WHITE; JOE CHUMLEA; DOW CROCKER;  
JIM GRAVES; WENDY SKORBURG

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JILL BELLEW INCARNATION ACADEMY BUSINESS MANAGER  
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TIFFANY BROOKS MEMBERSHIP SERVICES COORDINATOR  
TREVOR CANTRELL HIGH SCHOOL MINISTRY ASSOCIATE  
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TRADITIONAL SERVICES  
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RENÉ DUBOIS MUSIC DEPARTMENT ADMINISTRATOR  
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IBETH LOPEZ MISSION & OUTREACH DEPT. ADMINISTRATOR  
ANNE MACKINTOSH MISSION: 75204 PROJECT MANAGER  
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DUSTY MATTHEWS BOOKSTORE MANAGER  
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KEITH QUARTERMAN EXECUTIVE DIRECTOR OF BUSINESS OPERATIONS  
SARA QUARTERMAN ASST. DIRECTOR OF DEVELOPMENT OPERATIONS  
SARAH QUILLAN ASSISTANT TO THE VICE RECTOR  
GRAHAM SCHULTZ ASSISTANT ORGANIST  
KATE SMITH COMMUNICATIONS MINISTER  
DONNA STACK STUDENT MINISTRY ADMIN. ASSISTANT  
MANDI TROUSIL MIDDLE SCHOOL MINISTRY ASSOCIATE  
CAROLINE WALLER FELLOWS PROGRAM DIRECTOR  
HENRY WEBB ORGAN SCHOLAR

## full-time clergy

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THE REV. S. THOMAS KINCAID III VICE RECTOR  
THE REV. JOSEPH HERMERDING CHILDREN & FAMILY  
THE REV. HARRY H. HILL PASTORAL CARE & SENIORS  
THE REV. DEACON JOHN SUNDARA ADULT FORMATION  
THE REV. DEACON RYAN WALLER UPTOWN CONTEMPORARY WORSHIP  
THE REV. CHRISTOPHER W. YODER WORSHIP & YOUNG ADULTS

## part-time clergy

THE REV. DOROTHY BUDD DEACON  
THE REV. JUDY FRIZZELL DEACON  
THE REV. CAN. VICTOR AUSTIN THEOLOGIAN-IN-RESIDENCE

## retired clergy

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

## incarnation academy staff

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MELODY BOWEN  
BRIANNY CASTRO  
KRISTINA CHIN  
MAHVISH CHRISTOPHER  
SUSAN CULLINAN  
ANN M DAVIS  
MONA FORD  
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PATRICIA V GARCIA  
JANETH GARIBAY  
MONICA GARIBAY  
MARY GIBBONS  
MONICA GLASGOW-ALLAN  
TAYLOR GOOD  
JACQUELINE HANKINS  
BERENICE HERNANDEZ  
TARA HILL  
CARMON HOBBS  
UNIKA HOLBERT  
HEATHER HOLT  
ANN HOWELL  
LAGLENDRA HUGHES  
KATHY JACOBS  
ELDA MANCHA  
RAMUNDA MARTINEZ  
CRISTINA MENDEZ  
ASHLEY MONTEZ  
ELSA MORENO DE MUNOZ  
VERONICA ORTIZ  
ROBIN QUIETT  
MARGARET ROSS  
VIVIANA SANCHEZ  
NESHIA SIMMS  
ANNE SPRADLEY  
CHARME THONGSAVANH  
MICHELLE VALBUENA  
MARION WALTERS  
ANDREA WILSON  
HANNAH WORD

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## DAVID PARSONS SENIOR WARDEN'S REPORT

It has been an honor and a privilege to serve this past year as your Senior Warden. This Church is truly exceptional, and the members are drawn from every walk of life and number amongst them hundreds of extremely gifted and capable people. To be called

to a position of leadership amongst the laity of this Church is humbling, and I have worked hard to be considered worthy of the charge. I was somewhat shocked to discover that I was to be your Senior Warden, but did not have much time to get used to the idea before I had to begin planning to take the reins. The position is a bit daunting and not for the faint of heart. And yet I considered myself as well prepared as I possibly could be because I learned some vital lessons about church leadership from the finest of teachers.

Almost thirty years ago, my late mother was asked to be Senior Warden of our small church in England which was in steep decline and without a Rector. My mother was left to run the church for 18 months while we sought a new priest, and I was pressed into service to assist. Her leadership of the Parish was instrumental in the church's survival, and when she succumbed to cancer a few years later, the church was packed to standing room only, and she is buried close to the door of the church she loved so much, keeping an eye on it still. And she keeps an eye on me also, as I attempt to walk in her footsteps. I can only hope that I have made her proud.

The challenges of running a small parish church are different from a massive undertaking like Incarnation, but the core lessons I learned at my mother's side are applicable still and the differences are of style and scale rather than substance. Bishop Burton lead this Parish some years ago in developing a four point mission statement, and it appears at the head of every Vestry agenda, to remind us what we aim for as a church. Our mission is:

- To worship God in the Great Tradition of the Church;
- To make disciples;
- To serve the poor;
- To raise up leaders for the renewal of our church nationally and internationally.

I thought it helpful to structure the balance of this report around those four points of mission.

### TO WORSHIP GOD IN THE GREAT TRADITION OF THE CHURCH

An essential part of Christianity is coming together to worship God. This Church is, to my knowledge, unique. We have, in our main church, one of the finest examples of traditional Anglican liturgy that I have had the pleasure to participate in, with a superb organist and choir, first-rate preaching, and a keen attention to the liturgy of the Church. Down the corridor in Ascension Chapel, we have a service that represents one of the most dynamic and authentic examples of contemporary worship you will find in any church. Compelling worship music and unrivaled preaching combine with faithful Episcopal liturgy

to produce an accessible yet authentic worship experience. Growing from humble beginnings 12 years ago, the Uptown Contemporary Services now see an average weekly attendance across three services of up to 700 people.



UPTOWN CONTEMPORARY SERVICE

It never ceases to thrill me that both Traditional and Contemporary worship here at Incarnation is centered upon the same irreducible core: the timeless liturgy of the Episcopal Church and the worship of our Lord in the beauty of the Sacraments. This combination of the Traditional and the Contemporary, and the synergy

generated by a Church committed to them both is the primary reason that this Church has bucked the national trend of a declining attendance at Episcopal churches. In 2009, our average Sunday attendance stood at 960 people. This year, our average Sunday attendance was 1,351, a remarkable increase of over 40%. Easter Sunday saw over 3,000 people through our doors and the highest "ordinary" Sunday saw nearly 2,000. For a Church that prioritizes worship, those numbers are a positive sign that we are doing something right.

### TO MAKE DISCIPLES

We are growing as a church, both in terms of visitors walking through our doors and members committing to our mission. One of the singular pleasures of my time as Senior Warden has been the opportunity to attend the monthly Incarnation 101 sessions for people considering membership, where participants learn about our Church and the expectations of membership. I



am happy to report that, over 11 of these sessions in 2016, we have had 214 people attend and 183 join as a result. This is a testament to both the quality of our church and the decision to treat people as adults and set forth, from the outset, our high expectations of members.

One of the key ways we help people find their feet amidst the thousand-plus worshipers here at Incarnation is through our Growth Groups, small communities of a dozen or so members who meet mostly in private homes around the parish for a fortnightly program that consists of a shared meal, study, worship, and a time of prayer. I expect these groups to continue to grow under the leadership of our new curate, Deacon John Sundara.

In two specific areas of the church, Children & Family Ministry and Young Adult Ministry, exciting things are happening.

Settling in this year to their magnificent new quarters in the Education Building, Children & Family Ministry has thrived under the leadership of Fr. Joe Hermerding and Meg Houk. This year, Incarnation has launched a brand new ministry to families called *Bringing Faith Home*, an initiative to partner with parents for the spiritual formation of their families.

Our Young Adults Minister, David Hanson, is equally excited about the development of discipleship in the 20s & 30s demographic, especially through the young adults XP discipleship program attended by around twenty participants who are already making plans to put into practice what they have learned.

A vital part of discipleship is financial commitment to the Church, and this been a particular focus this year with the opening of our new buildings and increased needs for operating costs and program funds. A strong and stable financial base is essential to continuing to grow and thrive as a faith community. But much more than that, giving sacrificially is a vital component of true Christian discipleship. Much as the church needs our money, our need to give back to the Lord part of the bounty he bestows upon us is greater yet.

How this parish has come together to support the increased operating budget needs of the church is unprecedented, and the response to the Rector's specific appeal in our stewardship campaign was heartening. We are starting off the year strong because so many of you are financially committed to this

church. Each and every member of this church has a profound ability to influence others and bring them to Christ simply with what they do with their time and money.

A few statistics from this year's stewardship campaign are illuminating:

- 23% of pledges are new. Of the 'new pledges' \$350,000 is actually new money (not just givers turned pledgers.)
- Returning pledgers have been 25% more generous this year than they were last year.
- 25% of new members have made a pledge.

We still have opportunities in this area, however, and I would encourage people to prayerfully consider pledging to Incarnation as part of your discipleship. If you currently give regularly, step out in faith and predict your giving and pledge. If you come but don't currently give, please ask yourself whether you feel led to contribute financially to the work of the church.

And if you are one of our 2016 pledgers who have not yet pledged for 2017, it is by no means too late. We realize that people's circumstances change, and not everyone can contribute at the level they would like, but no gift is too small and the effect on the person giving cannot be overstated.

When I look around Incarnation, I see a community of faith bound together by a shared mission of furthering the work of the Church. I see dedicated followers of Christ who are serious and intentional about devoting their lives to the service of others and personal

spiritual growth. I see people serious about discipleship in all its many forms and, though we can never be complacent, we have a strong foundation upon which to build.

## TO SERVE THE POOR

We are richly blessed as a church, and it is only right and proper that we give back to those less fortunate. 2016 saw the opening of Incarnation House, an initiative we helped found that provides a place for homeless teens to go after school and a safe environment to help them stay committed to receiving an education they sorely need to lift themselves out of poverty. Our dedicated Mission & Outreach department has both a local and global eye on serving those in deep need, and I asked the Mission & Outreach team to share with me some of the highlights of 2016:



YOUNG ADULTS MINISTRY: THE NARTHEX



Internationally, Incarnation has traditionally focused on Belize and Honduras. New for 2017, we are sending a team to Nepal, a country ravaged by a 7.8 magnitude earthquake in 2015.

Locally, this year's Angel Tree was the biggest yet. We served:

- 193 Families
- 90 CPS Children
- 703 Individuals
- 9 Partner Agencies—the most agencies we've ever worked with.

The impact on needy families and children at a time of year when poverty strikes particularly hard cannot be understated.

The Day of Service continues to be a central event in the life of our parish, and this past year we undertook much needed renovation at J. W. Ray Elementary. In the late summer, we put on our 7th annual Community Health Fair for uninsured and under-insured families alongside a number of local organizations. Together we provided free vaccines, free sports physicals and free dental care, serving over 500 people.

Two new ministries for 2016—Man-Up Mentoring, our new men's mentoring initiative at North Dallas High School in partnership with Pilgrim Rest Baptist Church, and our Moms Mentoring program at Maya Angelou School for high risk pregnant teens—have also thrived.

Without the hard work of our dedicated Mission & Outreach department and countless volunteers, we would fail in our basic responsibilities as Christians to reach out to the needy from our place of abundance. I challenge each and every member of this church to do something to brighten the lives of the poor, whether here or around the world.

### **TO RAISE UP LEADERS FOR THE RENEWAL OF OUR CHURCH NATIONALLY AND INTERNATIONALLY**

Incarnation encapsulates a vibrant and relevant theology, conservative and orthodox in our beliefs yet radical and innovative in our implementation. I stand in awe of the contribution this church makes to both lay and the ordained ministry in the Episcopal Church and the many and varied ways in which we act to nurture the next generation of pastors and leaders.

We offer more candidates for holy orders than any other church in this diocese if not the nation. We have well over a dozen people in the discernment process at the moment, at various stages. And last month saw the ordination to the diaconate of Ryan Waller, who has led our Uptown Contemporary Service for well over a year while completing his requirements for ordination.

While Ryan has stayed with us and performs a vital role shepherding our contemporary faith community, most of the ministers we cultivate spread out and work in the wider church in this diocese and beyond (including Fathers Jacob Bottom, Andy Johnson, Matthew Larsen, Stephen Setzer, and Paul Wheatley). The lessons that these fine young gentleman learned at Church of the Incarnation under the guidance of Bishop Burton inure to the benefit of all the Church.

We also work to develop those just starting out on the path to discernment of lay and (sometimes) ordained ministry through our Uptown Fellows Program. This permits fresh college graduates to spend a year living in community, working at the church and for local companies and nonprofits, studying and volunteering in the local community. Some find themselves drawn to the ordained ministry. Shea Gililand, Justin Groth, and Ryan Pollock have entered the discernment process. Closer to home, Laura Mendoza has dedicated herself to working with homeless teens at Incarnation House, and Jayna Hembree works for a local company and has become an integral part of our lay leadership at Incarnation, being nominated for the Vestry this year.

Lay leadership in our Church is equally important to develop, and we have been very intentional about identifying spiritual gifts in our congregation and putting those gifts to good use. Whether as Growth Group leaders, Altar Guild captains, Welcome ministers, Mission & Outreach champions, or Vestry members, hundreds of Incarnation members serve in leadership roles in the Church.

Incarnation has been richly blessed with talented and committed members and lay and ordained leaders, and has not hesitated to share these blessings with the wider church and the world, as we are called to do. I am very proud of the role this church plays in advancing the Kingdom.



MISSION & OUTREACH: MOMS MENTORING



## THANKS

I cannot end this report without offering my profound gratitude to all who have helped make this church what it is, and my job that much easier. Especially, I would like to thank:

- The Rector and the Clergy, who are truly world class and minister to us all so excellently.
- My friend and partner in mission Ryan Waller, who has served as pastoral leader of Uptown Contemporary Services so capably while completing the requirements for his ordination to the diaconate.
- Our world class musicians led by Justin Brooks and Scott Dettra.
- The Incarnation staff, who have handled our expansion in buildings and explosion in attendance with an ease that belies the hard work each and every one of them puts in.
- The Senior Wardens who went before me and from whom I learned so much, especially Carla Bush who so capably oversaw the completion of the new building and never really got to enjoy the fruits of her labors before handing over the keys to me.
- Our lay leaders who serve with me on the Vestry and give so much more than the minimum required, with special thanks to Orrin Harrison, Andrew Leonie, Mary Livingstone, Larry Tate, and Warren White retiring after the expiration of their three year terms.
- Our Junior Warden, Jim Grau, who has been a good friend and wise counselor. I'm not at all sure that the Rector got the order of seniority right, but I have been glad to have such a capable second. I'd have proudly served as Junior to his Senior any day.
- And last but not least, my brilliant and patient wife, Lindsay, for all her help this year. She is my better half, and I would not be the man I am without her at my side.

As I leave my post of Senior Warden (and leave the church in the very finest hands), I see a church in the midst of a golden age of growth and potential. Our magnificent new buildings provide a base for our operations that gives us great opportunities to carry out our mission. The people of this church are well-equipped and capable and willing to leverage the opportunities we have and make a difference in this neighborhood, this city, and the world at large. We are strong and vibrant and committed, and I have no doubt we will continue to stand as a beacon to a world that needs us. This is not a time to rest upon our laurels, but to surge forward in faith and continue building upon our fine progress.

*David Parsons*



ORGAN RE-DEDICATION





## JIM GRAU JUNIOR WARDEN'S REPORT

On November 10, 2013, Church of the Incarnation broke ground on three future additions to add 60,000 plus square feet of ministry space in the form of a Welcome Center, Education Building, and Ascension Chapel.

At the groundbreaking ceremony some 3 years ago, Bishop Burton pronounced that, "If ever there was a parish where God has laid His hand, it is this one. He is calling us to help change lives." On January 10, 2016, Church of the Incarnation officially opened its doors to those magnificent new facilities. As part of the *Lift High the Cross* campaign, these buildings were said to symbolize our commitment to lift high the cross of Jesus Christ, to glorify God, and seek His kingdom in and through all we do. And as Bishop Burton said, to help change lives. Because of many years of hard work and planning, thoughtful giving and profound dedication by so many, this year began in a very exciting and inspiring way with the grand opening ceremonies on that special January Sunday, just about a year ago.

As with any new construction, there were items that needed to be completed. The Incarnation staff and building committee did an excellent job of identifying work that did not conform to contract specifications and for which the contractor needed to complete prior to final payment. A great deal of time and attention to detail was required to complete this, and we can report that, at this point in time, essentially all of the significant items from the construction have in fact been properly completed. As part of the new construction, the lighting in the parking lot was also upgraded. The improved lighting is beneficial in terms of added security, preventing accidents, and promoting safety. Also as part of a consequence of the new construction, the City of Dallas required reconstruction of the alley behind the North new parking lot. It was costly both in terms of time and expense. The good news is that it is now complete to the satisfaction and approval of the City of Dallas. The better news is Church of the Incarnation had no responsibility for the expense.

With respect to other ongoing facility needs, the east playground for Incarnation Academy received new turf and playground equipment, enhancing that outdoor play area for

the children. Additionally, the front entrance and signage for the Academy was improved and four classrooms received refurbishing with carpet and paint.

Additionally, the church has opened the Bringing Faith Home Resource Center. This is part of the Children & Family Ministry located just outside of the Bookstore. *Bringing Faith Home* is a series of resources created to equip parishioners with practical tools whether they are contemplating a Christian marriage, married and planning for children, or fostering the spiritual formation of their own children or grandchildren.

You may have seen the report in the Dallas Morning News that Dallas' Uptown neighborhood is closer to getting its one-way streets converted to two-way streets. The proposed plan to convert one-way traffic along McKinney and Cole avenues to traffic lanes going both north and south was approved by the

Dallas City Planning Commission this past December. Uptown Dallas, Inc. has been the primary promoter of the change and has assured us that the change, if implemented, would be safer and that parking for the church is secure as a part of their proposal. Our review of their recommended plan confirms that parking is addressed. The church will continue to monitor the process and the City's decision on the proposed change.

Thank you to Bishop Burton and the entire Ministry team for excellent leadership. Thank you to Keith

Quarterman and Nozar Daryapayma for their tireless work. Thank you to the St. Clare Guild for doing such beautiful planting of seasonal color. Thank you to so many others, too many to name, who are always vigilant of matters that need attention. And, thank you to David Parsons. It was an absolute pleasure to serve with David under his can-do leadership.

It is certainly clear to me that God has indeed laid His hand on this church. I pray that this church continues to be blessed and that these facilities endure to be used to help change lives.

Blessings,



AERIAL VIEW OF NEARLY COMPLETE CONSTRUCTION



# PHOTO RECAP CHURCH OF THE INCARNATION



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1 Feast of the Epiphany

2 2016 Vestry

3 Acosta-Smith Valentine Party

4 Incarnation 101

5 Children & Family Ministry  
Shrove Tuesday Pancake Supper  
& Mardi Gras Celebration

6 Mission & Outreach:  
Belize Mission Trip



6





7



8



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12

- 7 Easter Sunday Service
- 8 Easter Vigil Service
- 9 Maundy Thursday Service
- 10 Incarnation Academy:  
Easter Egg Hunt
- 11 Good Friday Service
- 12 Incarnation Easter Egg Hunt





## MARK LAROE THE INCARNATION FOUNDATION

The Incarnation Foundation, like the church, is experiencing a tremendous season. Our board has grown in numbers and talent. The funds generated from generous gifts of parishioners are continually administered as promised — funding God's work

in the local community and abroad through mission work. And the Bishop Garrett Society has grown with additional legacy gifts from families at Incarnation who want to ensure a strong future for the parish they love.

New directors in 2016 include David LeBlanc, Carol Montgomery, Ron Rittenmeyer, and Brad Todd.

Sharing news of the good work of the Foundation is always on our minds. Brad Todd and his team at The Richards Group partnered with the Foundation board to better help us effectively communicate what the Foundation does to support the mission of Church of the Incarnation and transform lives in the name of Jesus Christ. A big thank you to Brad and his team of Incarnation parishioners: Kristin Trumble, Kevin Williams, and Zac Pritchett, for the many hours spent surveying parishioners, categorizing data, and presenting better ways to communicate the work of the Foundation.

As the steward of the gifts God has entrusted to us, we are committed to the transformational work of Incarnation, now and in the future.

To this end, more than \$150,000 was awarded in 17 separate grants throughout the year. These awards enabled the Church to raise up leaders by providing six seminarians with scholarships, and recruiting funds for the Uptown Fellows to attract in-state and out-of-state candidates for the one year program. A new high school youth internship program underwritten by the Foundation, created the opportunity and structure for young people to deepen their faith as disciples of Jesus Christ and provide leadership to their peers in the surrounding community over the summer. The internship attracted so many of our Youth that the program was expanded through the entire summer.

The Foundation also provided funds to update the exterior lighting of the campus and for the remodel of the lay vesting room — two of many improvements needed in the previously existing campus. Finally, thanks to the generosity of a smartly structured gift, the Janet Jalonie Webb fund of the Foundation continues to support the annual concert series and worship of God in a great tradition of our church.

Several new and long-time families who have found in Incarnation a source of spiritual growth, guidance, and fellowship, and who trust the church's history of effective leadership have included Incarnation in their estate plans. We are pleased to welcome Katie Engstrom, Leila & Holland Gary, Jennifer & David LeBlanc, Mabel & Dennis Peck, and Wendy & Chase Skorburg to the Bishop Garrett Society. Commitments like these ensure that what is being built within these walls will be here for generations to come.

This coming year you'll hear more about The Incarnation Foundation. But don't wait for us to tell you about it; visit our website at [incarnationfoundation.org](http://incarnationfoundation.org) to meet the directors, read more about how we steward the gifts God has entrusted to us, and to hear from parishioners like you who have made a commitment to the future of God's Church.

As always, we are thankful to be your faithful partner in the work God is doing within these walls and the surrounding community.

In Christ,

President, The Incarnation Foundation





## DOW CROCKER **TREASURER REPORT**

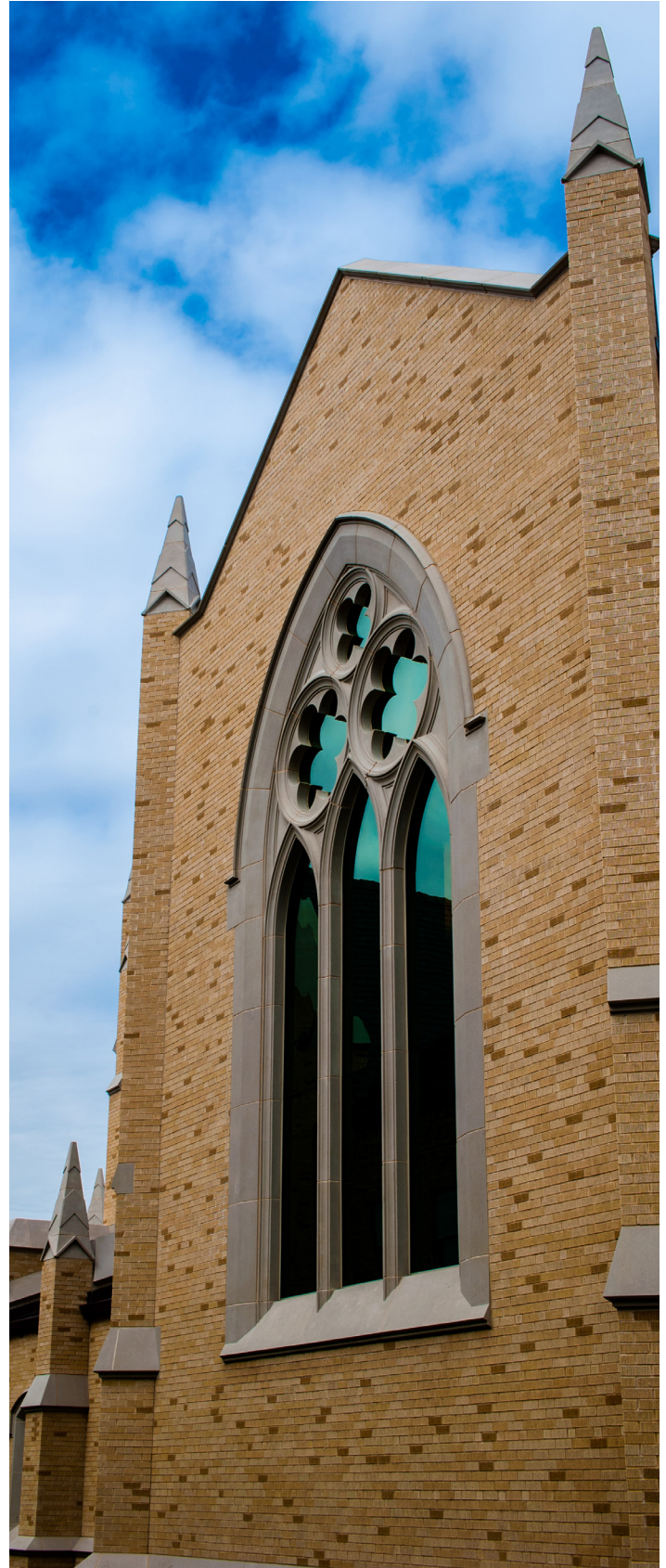
As we expected, 2016 was a year of growth for the Church of the Incarnation as we moved into our fantastic new facilities. With this growth came additional expenses. We had planned and prepared for these higher expenses.

We completed 2016 on a very strong note with another year marked by the generosity of our parish. We received approximately \$5,070,000 in revenues while our expenses totaled \$5,280,000. This short fall in income was anticipated. Over the previous years, the Church was able to build a solid reserve fund to carry us through our expansion. We used \$210,000 from these reserves in 2016, which was \$30,000 less than we had budgeted. We are expecting to dip into our reserves again in 2017 with projections of returning to break even through operations in 2018.

Our staff must once again be applauded for their keen eye on expenses. Their efforts and attention to detail kept the Church's overall net expenses to \$45,000 below our 2016 target.

We are excited to inform the parish that we have a large increase in the number of pledges received for 2017. As of the end of the year we have had 588 households that have pledged over \$4,300,000 toward our 2017 operating budget. This is a record in both family units and total dollars and we are very thankful for the generosity of all our members. Your pledge is a commitment that is a gift to the church from both a financial and a planning aspect. Pledges allow us to budget for the great programs that make Incarnation so special.

Thank you again for your gifts in 2016 and your commitment to 2017 and beyond. God is doing great things at the Church of the Incarnation, through our clergy, staff, facilities and parishioners. We are blessed and looking forward to a bright future.



ASCENSION CHAPEL EXTERIOR (PHOTO BY JIM ROGERS)



# PHOTO RECAP CHURCH OF THE INCARNATION



1



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**MOM**  
Moms & Mimosas

Mother's Day 2016  
Church of the Incarnation  
Incarnation.org

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6



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- 1 Adult Confirmants
- 2 Mission & Outreach:  
Day of Service at J. W. Ray
- 3 Student Ministry:  
Disciple Now Weekend
- 4 July 4 Parade
- 5 Moms & Mimosas
- 6 Student Ministry:  
Senior Celebration





7



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7 Theology Live

8 Mission & Outreach:  
Community Health Fair

9 Student Ministry:  
Mission Trip

10 Youth Confirmants

11 Children & Family Ministry:  
Vacation Bible School

12 Mission & Outreach:  
Honduras Mission Trip



12





## LOU SCHAUFFELE FELLOWS REPORT

In a city like Dallas, teeming with life and opportunity, the Uptown Fellows convene to become the next generation of leaders. Our prayer is that each Fellow will receive life-changing spiritual development to lay the foundation for their future.

These young adults are from all across the country, from various colleges and fields of study, but their common ground is their desire to begin their careers with intentionality and discipline, taking the time to discern God's call so they can become great leaders. Many young people want to see change in the world. The Uptown Fellows want to be the change by being part of the solution.

In September of 2016, seven young ladies became the Uptown Fellows class of 2016-2017:

### **KAITLYN CARTER**

Hometown: Nashville, Tennessee

College: University of Southern California (USC)

Employer: Children's Health

### **HELEN CUMBEE COREY**

Hometown: Birmingham, Alabama

College: The University of Mississippi (Ole Miss)

Employer: Year Up!

### **KRISTEN GUNN**

Hometown: Houston, Texas

College: University of Virginia

Employer: Gateway of Grace

### **MEREDITH JOHNSON**

Hometown: Winston-Salem, North Carolina

College: North Carolina State University

Employer: Minerva Consulting

### **JORDAN JOWERS**

Hometown: Lexington, Tennessee

College: University of Tennessee

Employer: Marcia Oliveira MD

### **LIZ MCQUAID**

Hometown: Raleigh, North Carolina

College: Meredith College

Employer: The Bridge Homeless Recovery Center

### **ELLEN PHILLIPS**

Hometown: Aledo, Texas

College: Baylor University

Employer: Freese & Nichols

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.



THE 2016 FELLOWS CHRISTMAS PARTY

As a reminder, 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/her future and making a choice to bring God into the conversation.

The Uptown Fellows have a rigorous weekly schedule, and Tuesday, Wednesday, and Thursday are dedicated to their paid internship. If you or someone you know is interested in discussing a job opportunity available for one of the young people in the next Fellows class, please email the program director, Caroline Waller, at [fellows@incarnation.org](mailto:fellows@incarnation.org).

Please join with us in prayer as we continue to recruit for the 2017-2018 class of Fellows.

Chairman, Uptown 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. Beecher, 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**



# 2016 STATISTICAL REPORT

## **Baptized & Confirmed Members as of January 1, 2016:** 4,278

|               |                      |     |
|---------------|----------------------|-----|
| <b>Added:</b> | Transferred In       | 117 |
|               | Added on Recognition | 103 |
|               | Acclamation          | 1   |
|               | Baptized             | 53  |
|               | Received             | 1   |
|               | From Inactive        | 0   |

**Total Added** 275

|                    |                    |    |
|--------------------|--------------------|----|
| <b>Subtracted:</b> | Transferred out    | 56 |
|                    | Deaths             | 29 |
|                    | United with Others | 0  |
|                    | To Inactive        | 11 |

**Total Subtracted** 96

## **Baptized & Confirmed Members As of December 31, 2016:** 4,457

|                       |   |           |
|-----------------------|---|-----------|
| <b>Baptisms:</b>      | Youth (to age 16)                                 | 51        |
|                       | Adults  | 2         |
|                       | <b>Total Baptisms</b>                             | <b>53</b> |
| <b>Confirmations:</b> | Youth   | 22        |
|                       | Adults  | 23        |
| <b>Received:</b>      | Adults  | 5         |
|                       | <b>Total Confirmed/Received</b>                   | <b>50</b> |
| <b>Deaths:</b>        |   | 29        |
| <b>Marriages:</b>     |   | 19        |
| <b>Eucharists:</b>    | Sundays   | 354       |
|                       | Weekdays  | 308       |
|                       | Daily Offices (Morning & Evening Prayer):         | 611       |
|                       | Parochial Visits by clergy and Community of Hope: | 751       |

## **Sunday School Enrollment:**

|                  |    |
|------------------|----|
| Nursery Teachers | 12 |
| Nursery Children | 48 |

## **Children's Christian Education:**

|                                    |     |
|------------------------------------|-----|
| Spring Teachers                    | 21  |
| Spring: Students Pre-K – 5th Grade | 202 |
| Fall Teachers                      | 21  |
| Fall Students Pre-K – 5th Grade    | 169 |

## **Student Ministry:**

|                                  |    |
|----------------------------------|----|
| Middle School Teachers / Leaders | 8  |
| High School Teachers / Leaders   | 11 |
| Confirmation Students            | 28 |
| Middle School Students           | 54 |
| High School Students             | 45 |

## **Adult Christian Education:**

|                    |     |
|--------------------|-----|
| Teachers (Sunday)  | 12  |
| Teachers (Weekday) | 7   |
| Enrolled (Sunday)  | 650 |
| Enrolled (Weekday) | 215 |

## **Incarnation Academy:**

|                      |     |
|----------------------|-----|
| Teachers (full time) | 28  |
| Teachers (part time) | 12  |
| Students             | 230 |



# BALANCE SHEET

(COMBINED GENERAL FUND AND NON-BUDGET FUND)

AS OF DECEMBER 31, 2016

## ASSETS

|   | 2016                | 2015                 |
|---|---------------------|----------------------|
| Unrestricted Cash and Savings                 | \$ 722,203          | \$ 704,686           |
| Restricted/Designated Cash and Savings        | 4,015,281           | 4,140,966            |
| Designated Bookstore/Library Assets           | 87,714              | 97,453               |
| Fixed Assets, net of Accumulated Depreciation | 34,526,645          | 17,256,424           |
| Other Assets                                  | 19,292              | 53,290               |
|   | <u>\$39,371,135</u> | <u>\$ 22,252,819</u> |

## LIABILITIES AND FUND BALANCE

### Liabilities

|                                     |                  |                  |
|-------------------------------------|------------------|------------------|
| Accounts Payable                    | \$ 174,412       | \$ 195,194       |
| Revolving Line of Credit            | 5,000,000        | 4,782,000        |
| Prepaid Incarnation Academy Tuition | 16,360           | 23,516           |
| Prepaid Pledges                     | 396,883          | 387,771          |
| Future Pension Obligation           | 659,811          | 579,993          |
| Total Liabilities                   | <u>6,247,466</u> | <u>5,968,474</u> |

### Fund Balance

|                                    |                     |                      |
|------------------------------------|---------------------|----------------------|
| General Fund                       | 34,048,257          | 16,866,891           |
| Restricted/Designated (Non-Budget) | (924,588)           | (582,546)            |
| Total Fund Balance                 | <u>33,123,669</u>   | <u>16,284,345</u>    |
|                                    | <u>\$39,371,135</u> | <u>\$ 22,252,819</u> |



RALLY DAY



# STATEMENT OF REVENUE & EXPENSES

## GENERAL OPERATING FUND

FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2016

|  | ACTUAL           | BUDGET           | VARIANCE         |
|--|------------------|------------------|------------------|
| <b>REVENUES</b>                              |                  |                  |                  |
| Pledges - Current Year                       | \$ 3,801,102     | \$ 4,040,000     | \$ (238,898)     |
| Pledges - Prior Year                         | 26,749           | 25,000           | 1,749            |
| Plate Cash                                   | 88,542           | 70,000           | 18,542           |
| Non-Pledge Donations                         | 996,567          | 800,000          | 196,567          |
| Easter Offering                              | 55,595           | 50,000           | 5,595            |
| Christmas Offering                           | 52,244           | 50,000           | 2,244            |
| Miscellaneous Offerings                      | 4,287            | -                | 4,287            |
| Interest Earned                              | 3,145            | 3,000            | 145              |
| Other Income                                 | 4,028            | 3,000            | 1,028            |
| Incarnation Academy Rental Income            | 36,000           | 36,000           | -                |
| Wedding Fees, net of expenses                | 5,654            | 12,000           | (6,346)          |
| <b>Total Operating Revenues</b>              | <b>5,073,913</b> | <b>5,089,000</b> | <b>(15,087)</b>  |
| <b>Transfer From Operating Reserves Fund</b> | <b>210,000</b>   | <b>240,000</b>   | <b>(30,000)</b>  |
| <b>TOTAL REVENUES</b>                        | <b>5,283,913</b> | <b>5,329,000</b> | <b>(45,087)</b>  |
| <b>EXPENSES</b>                              |                  |                  |                  |
| <b>Administration</b>                        |                  |                  |                  |
| Salary and Benefits                          | 1,635,108        | 1,531,231        | (103,877)        |
| General Administration                       | 167,691          | 164,128          | (3,563)          |
| Interest Expense                             | 123,373          | 62,333           | (61,040)         |
| Clergy Professional Expense                  | 18,018           | 24,000           | 5,982            |
| Utilities                                    | 213,944          | 215,000          | 1,056            |
| Insurance                                    | 128,303          | 110,800          | (17,503)         |
| Diocesan Assessment                          | 623,073          | 623,073          | -                |
| Property and Grounds                         | 589,040          | 594,236          | 5,196            |
| Communications                               | 353,359          | 400,674          | 47,315           |
| Professional Fees                            | 27,750           | 33,000           | 5,250            |
| New Church Equipment                         | 9,746            | 20,000           | 10,254           |
| 4061 Central                                 | 27,214           | 36,100           | 8,886            |
| <b>Total Administration</b>                  | <b>3,916,619</b> | <b>3,814,575</b> | <b>(102,044)</b> |
| <b>Programs and Ministries</b>               |                  |                  |                  |
| Christian Formation                          | 284,176          | 339,413          | 55,237           |
| Student Ministry                             | 221,233          | 208,275          | (12,958)         |
| Pastoral Ministry                            | 71,921           | 74,432           | 2,511            |
| Music Ministry                               | 498,683          | 506,904          | 8,221            |
| Nursery                                      | 42,464           | 41,944           | (520)            |
| Outreach                                     | 272,625          | 284,226          | 11,601           |
| General Ministry Expenses                    | 121,033          | 130,507          | 9,474            |
| Fellows Program Support                      | 21,431           | 40,000           | 18,569           |
| Discretionary Support                        | 12,332           | 11,000           | (1,332)          |
| <b>Total Programs and Ministries</b>         | <b>1,545,898</b> | <b>1,636,701</b> | <b>90,803</b>    |
| Incarnation Academy, net (revenues)          | (182,226)        | (126,305)        | 55,921           |
| <b>TOTAL EXPENSES</b>                        | <b>5,280,291</b> | <b>5,324,971</b> | <b>44,680</b>    |
| <b>NET INCOME</b>                            | <b>\$ 3,622</b>  | <b>\$ 4,029</b>  | <b>\$ (407)</b>  |



# LIVING OUT OUR CALLING AS A CHURCH **WORSHIP**

BY: SARA QUARTERMAN

Terry Inman is someone not everybody knows, but he has been part of Incarnation for decades. His job is to grace the altars of the traditional church with flowers that inspire people and help them feel closer to God — for ours and six other places of worship around Dallas. These flowers adorn the church, like a garland worn by a bride. They express our great joy for the birth and resurrection of our Lord. In worship, we offer our best to God, which is why we offer the most beautiful flowers we can, thanks to the faithfulness and generosity of one of Dallas' principal florists.

An active participant in every major sacrament of Incarnation, Terry has been a part of all the big events of our lives. "Sometimes, he knows the traditions of our church better than we do," says Sally Jones, Altar Guild member, and former wedding directress. He arranges the flowers to deliberately draw one's eye from the blossoms to the architecture of the building and up to the colored light permeating through the stained glass windows. The flowers serve as a focal point and invite us to the altar so we may give thanks to our God who has blessed us with so many gifts.

Did you know even  
15 years ago  
Incarnation was the  
only large church  
in Dallas whose  
women decorated the  
sanctuary for great  
feasts for the church?

The flower ministry has been a beautiful collaboration between Terry and the Altar Guild all these years. His standards for delivering the freshest of flowers and technique demonstrations has allowed for the women of the Altar Guild to re-purpose and distribute the arrangements in the hallways of the church and deliver smaller bouquets to the hospitalized and homebound for more than 2,000 consecutive weeks.

"The Lord is forgiving. I have played as hard as I have worked and that is all behind me. My life now is with the Lord Jesus and His Church. I am home and with family," says Terry.

While Terry has, for forty years, used his talent to enhance our worship, God has been calling him into a deep and abiding relationship with Jesus. This past November, Terry was baptized and became a confirmed member of Incarnation. "The door [of Incarnation] has always been open. The clergy and women of the Altar Guild have always treated me kindly. So when I decided I needed a church home there was no question — the beauty and traditions of Incarnation suit me."

The Lord's Table called Terry to worship in a new way. Now on Sundays, you'll find him in the second row Gospel side of the church next to his good friend Katie Engstrom, who directs him in the customs of worship. Like all of us, Terry had a choice, and he recognized something different about Incarnation. It feels like home — at least until we are called to our heavenly home with Jesus.



FLOWERS BY TERRY INMAN; DECORATION BY THE ALTAR GUILD

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Our ability to live out our calling as a church is made possible by the generosity of parishioners like you who utilize your God-given talents, time, and treasure to the fullest.  
This is your church.



# LIVING OUT OUR CALLING AS A CHURCH **GROW**

BY: MEGHAN HOUK

Sarah and Charles Colmark, and their boys, Chay and Xavi, first came to Incarnation at the invitation of Becky and Brad Todd. They stay because, for them, Incarnation's community provides spiritual guidance for the entire family.

Incarnation Academy was the gateway that afforded an opportunity for the Colmarks to get connected with a peer group. "At other schools, parents just wanted to complain. Here we were more focused on character rather than achievement and competition," says Sarah. Between the Academy and Godly Play, the Colmarks have had a continuum of adults with whom they can work through the ups and downs of raising a young family. "We know the boys need more than just Sarah and me. It's good for them to have other adults to talk with when they have challenges they don't feel like they can talk with us about," adds Charles. "Our hope is for the boys to be courageous and kind. We want them to feel equipped with spiritual tools and to understand their gifts when life presents them with difficulties to process."

Incarnation also introduced the Colmarks to spiritual disciplines. After testing a few different practices, they settled on scripture reading and prayer each morning. Each night they focus on a different fruit of the spirit. "How were you loving today? How were you not loving? What are we going to do differently tomorrow?" Then they say the Lord's Prayer before turning out the lights.

Now that the boys are older, they appreciate the routine of the Christian calendar. To Charles and Sarah's joy, the boys look forward to receiving communion each week and, of course, a cookie in the Welcome Center afterward. "Sunday morning services are really about the kids – it is when we teach them how to participate in the service and take communion," says Sarah. Sometimes, they come back for the evening service. The boys go to the nursery so Sarah and Charles can truly listen to the sermon and receive the spiritual nourishment needed for the coming week. The Colmarks have found that the church's routines helped them establish their own routines.

As they have grown spiritually, Sarah and Charles are intentional about moving the lessons they learned on Sunday to matters of discussion all week long. In addition to their morning and evening prayers, family dinners are important opportunities to reflect on all that God has given them and ways they might share their gifts with others. "We knew we wanted to build a practice of giving out of gratitude into the boys' lives from an early age," says Sarah. Last year Charles and Sarah implemented the spend-save-give plan to manage the boys' weekly allowance. From the start, Chay has kept his money in a wallet so he may give it to homeless travelers. This year, when the Colmarks discussed their family giving commitments, the boys decided to each make a \$52 pledge of their own.



THE COLMARK FAMILY

"Hearing a sermon for the second time can be powerful. Sometimes things are phrased differently and come into focus with a clear application to our lives," says Charles.

Incarnation affords the opportunity for all of us to build our lives around education and Christianity. From Children & Family Ministry's new resource center by the bookstore to Adult Sunday School classes and growth groups, we learn of God's way, His grace, and about community. There is something for everyone.

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# LIVING OUT OUR CALLING AS A CHURCH **SERVE**

BY: DEACON DOROTHY BUDD

Why are we concerned about kids in the neighborhoods surrounding our church?

Too often, they are members of families who, for generations, have accepted their predicament of poverty, abuse, and neglect. Remarkably, some of these young people refuse to accept such circumstances. They have become caregivers, students, and employees because they choose a life outside of the prevalent gang and drug culture witnessed daily. However, they are at risk of being absorbed by the cycle of poverty if they do not receive encouragement to keep up the good work and to focus on graduating from high school. These young persons need support to fortify their determination and grow their hope for a better future. They need examples of adults in their lives who have strong faith and are good people.

My dad told me  
“This life is hard. Take  
all the help you can  
get,” says a mentee of  
the Man Up program.

Paul Gonzalez had been attending Incarnation for more than seven years and still felt like something was missing in his spiritual life. Upon hearing the shocking reality that only half of each freshman class at North Dallas High School will graduate, Paul decided to get involved. Initially a volunteer in the morning drop-in program, he saw a greater need and worked with Erin Pendleton to establish Man Up, a mentor program created out of partnership between Mission & Outreach at Incarnation and Pastor Torres of Pilgrim Rest Missionary Baptist Church.

“Pastor Torres is gifted in his ability to implore upon these young men that there is more to life than getting into or staying out of trouble, and he provides the right kind of encouragement to help them get by,” says Paul. Each week, mentors meet with their mentees for lunch. Pastor Torres equips them with a topic for discussion, usually a current event and relevant scripture that encourages the mentees to think about how the topic affects them and how they might draw on scripture for truth and strength. “It takes time for the boys to establish trust and to open up about what’s going on at home and at school, but each

of them are a part of the program because they have expressed a desire to have a mentor and a different life,” says Erin. Once each month, all of the mentors and mentees meet as a group for fellowship and a more in-depth ‘faith meets the real world’ lesson.

“As mentors, we are immensely blessed. We have the power to encourage these young men to live with honor, value hard work, and set goals for their futures. I wonder sometimes if I wasn’t there when he needs guidance, what would my mentee’s future be like?” says Paul. “It is clear to me we are part of a bigger plan that God has in store for these young men.”

It is our privilege to be concerned about the children in our neighborhood. We provide a continuum of care from the day they enter elementary school to the day they graduate from high school. Like each of us, they have an Incarnation story.

This is our opportunity to influence their future, to model a positive family image, and show them what it means to be an engaged citizen.

“If something in your heart is telling you to do a little more, don’t over think it,” says Paul. “Look into the twelve separate ministries that serve the children of our neighborhood. You don’t need an impressive resume or even special skills. All you need is a loving heart.”



MAN-UP MENTORING

## PROGRAMS SERVING THE YOUTH OF 75204:

|                   |                       |
|-------------------|-----------------------|
| Reading Buddies   | Granger Ministry      |
| Young Life        | Mentoring Moms        |
| Wyld Life         | Man Up                |
| Drop In Program   | Angel Tree            |
| SAT Preparation   | Day of Service        |
| Incarnation House | Community Health Fair |

Contact [outreach@incarnation.org](mailto:outreach@incarnation.org) to learn more.

Our ability to live out our calling as a church is made possible by the generosity of parishioners like you who utilize your God-given talents, time, and treasure to the fullest.  
This is your church.

# LIVING OUT OUR CALLING AS A CHURCH **LEAD**

BY: TREVOR CANTRELL

When you provide students with leadership opportunities, they bring an entirely different attitude to how they make decisions, work with others, and approach tasks they have been given. In the few short months since the summer of 2016, the culture of Incarnation's high school youth group has matured.

Student Ministry's Summer Internship Program, even in its inaugural year, was about more than leadership and serving. The program provided an occasion for students to reflect on fruits of the spirit and become a certain kind of person rather than simply ask 'What would Jesus do?' in any given situation. With open minds and willing hearts, these young people grew in their love for Christ and His people.

While students could have fulfilled their service hour requirements with any nonprofit and do good things for the community, the interns' work this past summer surpassed earthly objectives and brought Jesus into the lives of neighborhood children. "You could see a fire growing inside each of the interns as they interacted with children who live in the economically-divided neighborhoods surrounding the church," says Student Ministry coordinator, Donna Stack.

Incarnation's youth immersed themselves in the community and took ownership of a responsibility for fulfilling Jesus' call to love and help thy neighbor. Not only did they become aware of ever-growing needs, they also took action, witnessed results, and developed a deeper understanding of their ability to become agents of change.

At North Dallas High School, all 25 interns collaboratively reorganized three of the biggest classrooms to exceed the expectations of teachers and staff. Every Tuesday and Thursday, the interns were afforded a behind-the-scenes peek at the ins and outs of ministry work at Incarnation as they completed tasks such as tagging photos and beautifying the fountain in Memorial Garden. Thursday afternoons were spent reading and connecting with children at Bishop's Camp. The students demonstrated tremendous work ethic no matter the task.

"Occasionally we would overhear interns discuss with one another the progress that the campers were making. One student reflected that the work they were doing was about 'giving to God and feeling useful,'" says Pam Coghlan. "At such an influential time in their lives, our students are focused on making a difference and sharing the love of Christ with other young people — *that* is remarkable."

"They are learning to conform themselves to the image of Christ. At this age nothing is more infectious," says Pam Coghlan.



PICTURED (LEFT TO RIGHT) TOP: DREW JOHNSON, BEN JONES, ZACH LAIRD, TRAVIS DICKEY, GRANT MCVEIGH  
BOTTOM: NATALIE WARD, LILLIE BRADFORD, ANNABELLE RALEY, JENNIFER BREEN, DANIELLE WARD, ANNIE RICHTER, OLIVIA CRISSEY

NOT PICTURED:  
NEIL BLATZHEIM, MARK BLATZHEIM, MARY CAMPBELL, JACK CAMPBELL, CAMMI GARRETT, ZACH LAIRD, GRIFFIN MCVEIGH, REAGAN MCVEIGH, MAX RICHTER, ELLE SEGREST, WILLIAM WARNCKE

Our students are beginning to understand themselves through the lens of their relationship with Christ. They love God and want to serve Him. From this hands-on internship, they learned what it means to serve, to love thy neighbor, and to be vulnerable and make sacrifices. The impact goes far beyond serving the poor. It has affected relationships with their friends and peers at their respective schools. It has instilled in them the courage to model Christ for those who do not know the Lord. They are followers of Christ, not just on Sundays, but every day.

*The summer internship program was made possible by an award from The Incarnation Foundation which is committed to supporting the mission of Church of the Incarnation in new and innovative programs that go beyond the scope of the Church's operating budget.*

Our ability to live out our calling as a church is made possible by the generosity of parishioners like you who utilize your God-given talents, time, and treasure to the fullest. This is your church.



## PHOTO RECAP CHURCH OF THE INCARNATION



- 1 Father's Day: Dads & Camels
- 2 Student Ministry: Beach Camp
- 3 Global Leadership Summit
- 4 Uptown Contemporary Band
- 5 The Incarnation Choir





6



7



8



9



10



11



12

6 Blessing of the Animals

7 Student Ministry:  
Pumpkin Chase

8 Incarnation Academy:  
Halloween Parade

9 Mission & Outreach:  
Hearts & Hammers

10 Children & Family Ministry:  
Family Movie Night

11 Children & Family Ministry:  
All Saints' Day Parade

12 Pop Into Fall



# FEBRUARY 7, 2016 ANNUAL MEETING MINUTES

## MEETING INTRODUCTION

The 120th Annual Parish Meeting was hosted in the newly built 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 2015 minutes.

## RECOGNITION OF VESTRY MEMBERS

Members moving off of the Vestry were given thanks and recognition: Carla Bush, Dow Crocker, Jim Graves, Jim Grau, and Chase Skorburg.

## VESTRY NOMINATIONS & CONVENTION DELEGATES

Pictures of the five nominees being presented for election to the Vestry were shown: Matt Bomberger, Leila Gary, Jim Grau, David Parsons, and Gay Oxford. A motion was made to elect the nominees by acclamation. The motion was seconded and passed. Instructions were given for voting for the Diocesan Convention delegates.

## RECTOR'S REPORT

Bishop Burton began by saying how grateful he is for the privilege of serving as Rector of this parish, to work with so many amazing lay people, such a remarkable clergy team, and such a wonderful staff.

He discussed how we are an abnormal church, because of the work God is doing in and through us and said that God needs abnormal churches. He shared that there is a joy about the people of this parish, an excitement about God, a spirit of generosity, and a holy determination to do the best we can with what God has given us, that is as rare as it is exceptional and it is *needed* in this time and place and generation.

Part of what makes this parish abnormal is its heart for people who are far from God and struggling. One might think that caring about people who are far from God and struggling is normal in churches. But it is not.

More than 2,000 people at this parish signed up to help the poor and the marginalized in one ministry or another in 2015. (This does not include any of those who serve in Sunday School programs, the nursery, or growth groups, or who greet, usher, sing, or serve in our liturgies.) He noted that if you add up all the instances in which a member from this church worked with someone who does not belong to our parish, these "touch points" add up to more than 27,000.

Bishop Burton discussed where we are in God's plan and our calling for 2016. Our ministries are flourishing, attendance is up, and Ascension Chapel is nearing capacity already. He noted

that we must carefully chart the next steps. He explained that we are called to continue to reach out to those who are far from God and help them discover their worth, their depth, and their humanity as disciples of Jesus Christ, but that we can only do so effectively when, as individuals, we fully discover our own humanity, our own worth in God's eyes and root ourselves deeply in the faith. He revealed our plan to do that for 2016—deepen in three areas based on the 3D Faith Survey data:

1. Renewal Through Education by participating in our Lenten program, Finding Purpose in God's Promises.
2. Discern Your Ministry by participating in our spiritual gift assessment, Find Your Place.
3. Expand Your Biblical Knowledge through participating in our Walking Through the Old Testament initiative.

Bishop Burton explained that the energy and participation we see today is not a peak of activity from which we will descend; it is a new base level for us. We are to show renewal through the following:

1. Institutional Renewal – pushing ourselves to do everything with the level of excellence to which God needs of us as a flagship parish
2. Neighborhood Renewal – Establishing new ministries for teenagers, such as Man-Up Mentoring program, where 200 men will mentor 400 boys. And, Maya Angelou High School for pregnant and parenting students, where we will develop a program to mentor young women, and teach them how to be a godly mother. And continuing our work at Incarnation House, the homeless teen drop-in center we officially opened in 2016.
3. A Flagship Church – We have been asked to host the Global Leadership Summit by Willow Creek Church, an indicator of the place we are beginning to assume as a Flagship Church both for our denomination and outside of it. We have also been invited to join the Leadership Network, a group of innovative churches. And as we continue to work with other leaders and leadership initiatives, we will be discerning if God is calling us to plant a church or build/acquire an additional campus.

Bishop Burton also shared his sabbatical plans. He noted that David Parsons was appointed the 2016 Senior Warden.

## CLOSING

Fr. Kincaid closed the meeting in prayer.





1



2



3



4



5



6



7

- 1 Traditional Christmas Eve Service in the Church
- 2 A Festival of Nine Lessons & Carols
- 3 Children & Family Ministry: Children's Christmas Pageant
- 4 Children & Family Ministry: St. Nicholas Sunday
- 5 Uptown Contemporary Christmas Eve Service in Ascension Chapel
- 6 Young Adults: Ugly Christmas Sweater Party
- 7 Mission & Outreach: Angel Tree Drop-Off Night





## Church *of the* Incarnation

### sunday services with holy communion

**7:30 AM** TRADITIONAL (WITHOUT MUSIC)

**9 AM** TRADITIONAL

**9 AM** UPTOWN CONTEMPORARY

**11:15 AM** FULL CHORAL SERVICE

**11:15 AM** UPTOWN CONTEMPORARY

**5 PM** CHORAL EVENSONG

**5:30 PM** UPTOWN CONTEMPORARY

### weekday services

**8 AM** MORNING PRAYER & HOLY COMMUNION

**4:40 PM** EVENING PRAYER

**WED NOON** HOLY COMMUNION WITH ANOINTING