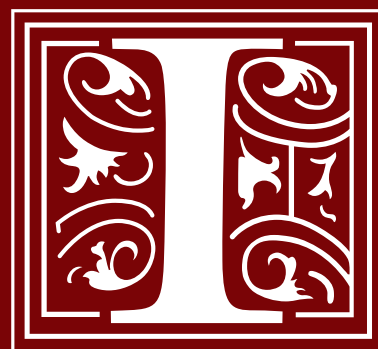


# 2019

## YEAR IN REVIEW

**CHURCH** *of the* **INCARNATION**

**124<sup>th</sup> ANNUAL  
PARISH MEETING**









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# STUART BUSH

## SENIOR WARDEN

We are blessed to be part of such a thriving parish. Imagine someone walking into our church after an absence of five years and their amazement at our expanded Main Campus, Incarnation North Campus, Incarnation Place, Incarnation House, and Incarnation Fellows. The ultimate measure is of course not real estate or program expansion, but rather the transformation of lives. Our legacy of raising up leaders, specifically newly ordained priests and deacons, is nothing short of astonishing. Jon Jordan and Chase Skorburg represent the most recent examples of this and are but two of many who have pursued the ordination process under the leadership of Bishop Burton.

Bishop Burton has enriched my life with his vision and leadership. I've also had the pleasure of working in partnership with our Vice Rector, Fr. Thomas Kincaid, who is charged with building the infrastructure to face the growing needs of this parish.

To our Junior Warden, Elizabeth Steed, you have been a terrific partner and sounding board. Your leadership of several key projects, including the stained glass restoration, has been remarkable.

To the Incarnation staff, you have been stretched by the multitude of programs created over the past several years, and you have more than risen to that challenge.

Special thanks to our vestry who have shown time and again their love for our parish, a remarkable level of engagement, and sound judgment in several key areas this past year. My deepest gratitude goes to retiring Vestry members Adrienne Duvall, Jayna Hembree, Greg Moore, and Meg Boyd.

Lastly, to Jim Grau, our Chancellor, Stephen Bodwell, our Treasurer, and Jen LeBlanc, our Chief Operating Officer, you have gone beyond the call of duty in helping lead this parish, and I have leaned on you more than anyone. I am amazed at your level of commitment to this parish. To Mark LaRoe and all of The Incarnation Foundation, thank you for your dutiful stewardship of resources entrusted to you.

It has been an honor to serve in this role.







DAY OF SERVICE

## MISSION & OUTREACH

We had a remarkable Day of Service in April at Spence Middle School & TAG Academy with five local churches participating, including Central Dallas Church, Church of the Incarnation, City Church International, Pilgrim Rest Missionary Baptist Church, and Saint Paul United Methodist Church. More than 500 volunteers worked on landscaping, painting, decorating, organizing, building, and more.

In February, a group of parishioners returned to Belize to restore waters wells, teach hygiene and Christian education, and build bunkbeds for families who formally slept on dirt floors. Incarnation took its 19th trip to Honduras in June of this past year where we continue to build a church in Copan, La Iglesias de Santa Maria Virgen.

Angel Tree at the Main Campus, North Campus, and at Incarnation Academy provided an estimated 3,500 gifts generously given to families and children in need.

The annual Roseland Community Thanksgiving Feast on November 23 was a huge success with 400 Roseland residents in attendance for delicious food served by volunteers, including our students, with many fun activities.

Lastly, Martha Lang announced her retirement as our beloved leader of Mission & Outreach this past year, and we celebrated her ministry in December. Incarnation Mission & Outreach would not be where it is today without her.

YOUNG LIFE



ROSELAND COMMUNITY



COMMUNITY HEALTH FAIR



GATEWAY OF GRACE



LADIES OF LEADERSHIP



MAN UP MENTORING



LEARNING PALS



ANGEL TREE





EASTER SERVICE

## LITURGY & WORSHIP

Our North Campus launched in August under the leadership of Fr. David Thompson and Fr. Jon Jordan. Seeded with approximately 100 parishioners from the Main campus, North Campus has attendance of 130 to 150 on Sunday. We enjoyed a vibrant and nourishing Lenten season, including numerous lectures, concerts, and a widely utilized Journey to Daily Prayer, offering a daily text reminder to pray (27,000 texts sent!).



VACATION BIBLE SCHOOL

## CHILDREN & FAMILY

Vacation Bible School ministered to 168 kids, ages 3 to 11, with the enthusiastic help of over 60 volunteers and 40 Student Ministry interns. Volunteers ranged in age from early teens to mid-'70s. CFM provided many opportunities for fellowship, including fellowship dinners, the Shrove Tuesday Pancake Supper & Mardi Gras Parade, Palm Sunday Children's Parade, Easter Egg Hunt, pool parties, Advent Family Night, and a beautiful Christmas pageant.



INCARNATUS

## MUSIC MINISTRY

Scott Dettra, the Incarnation Choir, Becky Middleton, the Uptown Band, and the new North Campus Band continue to enrich worship services. Last year's launch of the "Incarnation Choir School" for children ages 7 and up continues to be successful. We celebrated numerous music events last year, including the Choir of St. Thomas Church Fifth Avenue, David Higgs Concert, Incarnatus, and the Choir of New College-Oxford.



FALL RETREAT

## STUDENT MINISTRY

From the Pumpkin Chase event to Disciple Now weekend, Student Ministry discipled our junior high and high school kids well. They continue to grow and enhance the Community Worship program with Pilgrim Rest Missionary Baptist Church, and find opportunities to serve together —locally in Florida and abroad in Guatemala.

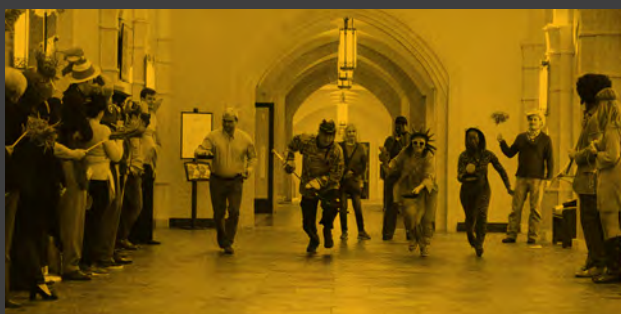




THEOLOGY LIVE

## ADULT FORMATION

Deep Roots: Discipleship Pathways, Incarnation's core curriculum, continues to create common language and focus for our parishioners. More than 563 adults attended one of these core Sunday School classes during the course of this past year. Also, our Growth Groups have continued to advance, particularly through two Group Link sessions hosted in the spring and fall.



PANCAKE RACE

## BUSINESS OFFICE

With the expansion of our programs and physical footprint of our campus as well as the increasing complexity of our operation, it has been essential to invest in our leadership in key areas such as accounting, finance, facilities, and technology. John Monger, who leads facilities and technology, and a new financial leader, Jo Ann Wiser, have proven to be instrumental in helping us build the infrastructure to support our growth.



JOURNEY TO THE CROSS

## YOU'RE INVITED

In March, we heard a powerful story from Kim Phuc, often labeled as the "napalm girl." She offered her gripping story of the road to reconciliation and forgiveness through faith in Christ. It was a wonderful opportunity to invite friends and neighbors to learn how forgiveness can lead you down a path for physical, emotional, and spiritual well-being.

Likewise, the Journey to the Cross exhibit greatly impacted the life of our parish and our community in April. The project took nearly two years to plan, months to create, and weeks to install. More than 150 volunteers participated, and it is estimated that more than 2,000 people toured this exhibit. In these larger-than-life art installations, scripture was experienced in new ways, offering more with which to wrestle, beyond what we've ever read or been told about Christ's death, burial, and resurrection.

These two events increased our exposure in the community and reached people beyond these walls as did a deliberate increase in social media presence and a complete overhaul of our website. The new site tells our story in a compelling way, serves as a resource of information, and offers a place of connectivity through service, groups, and classes. We incorporated more modern navigation elements without being trendy and included more engagement components. The hope is that we have opened the door and put the tools in the hands of the people—making a very large campus easy to navigate and accessible to all.



# ELIZABETH STEED

## JUNIOR WARDEN

What a fantastic time to be part of this amazing church. Regardless of how long you have been a member, take pride in the wonderful history that a great cloud of witnesses created for us to carry on.

We started 2019 with a huge undertaking—the launch of a satellite campus. Jen LeBlanc, our Chief Operating Officer, and John Monger, our Executive Director of Facilities Management, Security, & Technology, triumphantly carried the torch to complete renovations in time for the North Campus to hold Easter services and officially launch to the public in August.

Another “first” in 2019 was Journey to the Cross, an interactive art exhibit where the south part of our campus was transformed into a path exemplifying the last days of Jesus’ life before death, burial, and resurrection, offering the community and parishioners alike to prepare and experience Easter in a new way.

We selected a new landscaping company, repaired the sprinkler system, put in a new rose garden section, and Chinese fringe flower section on the McKinney side.

We saw another beautiful stained glass window installed in Ascension Chapel. Visitors from near and far continue to join us for worship to view their glory.

We are excited to announce the complete restoration of one of the stained glass windows in the balcony of the Church to begin right after Easter in 2020. Daniella Peltz, an expert in stained glass, will oversee the project. The beautification of these windows not only reawakens us spiritually, but it deepens our worship experience.

A special thanks to the facilities committee: Greg Moore, Lauren Sturdy, Adrienne Duvall, Scott Palmer, Kay Beecherl, Andy Welch, and Beth Hanks for their hard work and attention.

Lastly, it has been an honor to serve under the leadership of this church: Bishop Burton, who inspires faith, hope, and love in us all. Fr. Thomas, who manages this parish administratively with unmatched abilities. The clergy who do an outstanding job in ministering to the needs of this parish. Stuart Bush, the Senior Warden and churchman, for his steady, dependable calm. And, the Vestry—each member has been a good representative of our parish. I’m proud to call you friends.

## NORTH CAMPUS PREPARATION

**NEW LIGHTING & FLOORING  
INSTALLED THROUGHOUT**

**10,000 SQ. FEET PAINTED  
INDOORS AND OUTDOORS**

**5 BATHROOMS RENOVATED**

**ALTAR RAIL EXTENDED BY 10 FEET**

**ALTAR RAIL KNEELERS ADDED**

**ALL NEW FRONTALS  
& VESTMENTS PURCHASED**

**BIBLES FOR PEWS ADDED &  
PRAYER BOOKS RELABELED**

**AV IN CHURCH  
REWired AND UPGRADED**

**CONTEMPORARY BAND  
STAGE INSTALLED**

**PEWS & KNEELERS RECOVERED**

**TWO NEW SAFES INSTALLED**

**COMMERCIAL KITCHEN  
MADE OPERATIONAL**

**WASHER & DRYER ADDED**

**WIFI UPGRADED**

**POSTERS & SIGN  
STANDS INCORPORATED**

**3 CHECK-IN KIOSKS INSTALLED**

**CAMPUS RE-KEYED**

**NARTHEX ENTRANCE  
LANDSCAPE REFRESHED**

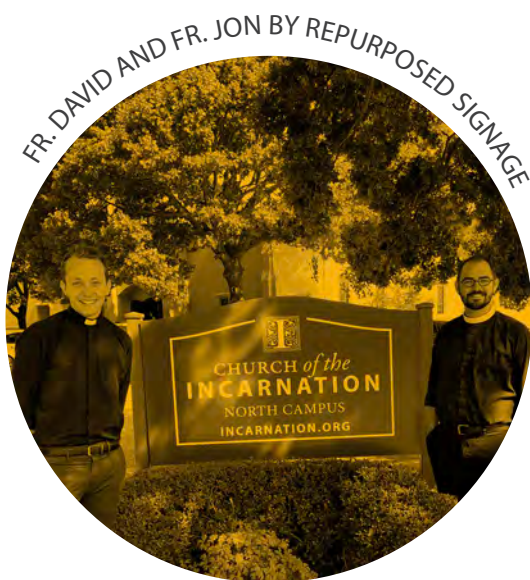
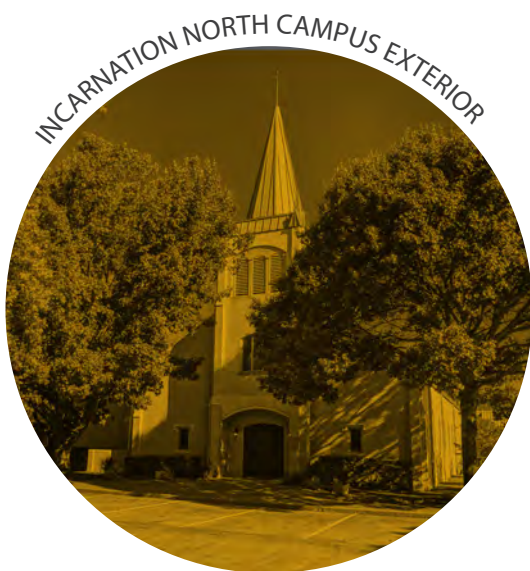
**ADDITIONAL OFFICES &  
CLASSROOMS BUILT OUT**

**NEW DOOR HARDWARE  
INSTALLED**

**SOUND TECH BOOTH BUILT OUT**

**EXTERIOR WAYFINDING &  
INTERIOR DIRECTIONAL  
SIGNS ADDED**







# MARK LAROE

## THE INCARNATION FOUNDATION

The Incarnation Foundation's existing portfolio had income and gains of \$1.8 million in 2019, and we received nearly \$395,000 in gifts. The impact of these gifts and revenue can be seen in many different areas of our church.

In 2019, the Foundation awarded \$431,645—in 10 different grants. These monies in part supported:

### MISSION & OUTREACH

The Incarnation Foundation partnered with Mission & Outreach for Day of Service by purchasing new outdoor physical education equipment for the children at Spence Middle School. They also purchased several homes and stoves to aid the Guatemala student mission team.

### 2019 CONCERT SERIES

The concert series included a performance by the choir of Trinity College Cambridge, Incarnatus, and includes an upcoming concert with Notre-Dame de Paris. We are also anxiously anticipating the arrival of the Klopp Chamber organ purchased by the Foundation for the church. This instrument is used by several other professional concert groups and will enhance the performances by Incarnatus.

### FACILITIES UPDATES

New panic bars were installed across campus to ensure safety remains top of mind. Two of the three installations took place in Memorial Chapel. The other panic bars were installed in the North transept and sacristy hall doors in the Church.

New board directors in 2019 include Rebel Robertson, Drew Crichton, and Ryan Small. We also thanked two board members for nine years of service: Cynthia Krause and Debbie Oates.

I feel honored to have served as your Incarnation Foundation President for almost a decade. It has been a privilege to witness the growth in the church campus and the leadership of this board.

Including the church in your will is something that Dianne and I feel is important. We want to give away some of the money that God has given to us, and we want to show our children what matters most to us. I hope you will consider this as you plan for your future as well.

**PRESIDENT, *The Incarnation Foundation***







## JOURNEY TO THE CROSS









ASCENSION CHAPEL WINDOW DEDICATION



INCARNATION ACADEMY DAY



HEART OF UPTOWN 5K



INCARNATUS IN CONCERT



# STEPHEN BODWELL

## TREASURER REPORT

2019 was another exceptional year for Church of the Incarnation. Increased attendance and the continued generosity of our expanding parish provided us with more than \$6.0 million in operational pledges and gifts. An additional \$3.1 million was raised to successfully renovate, launch, and fund the first few years of operations of our new North Campus mid-2019.

We put a lot of time and resources into stewardship the second half of the year and as a result ended 2019 with a balanced operational budget. We were also able to pay down a significant portion of our building loan balance using pledges and commitments associated with our “Lift High the Cross” capital campaign. The remaining balance will continue to be paid over the next several years as designated pledges and gifts continue to be received.

Our 2020 operational budget of \$6.5 million will be our largest ever as we continue our mission to worship in the great tradition of the church, grow disciples of Jesus Christ, serve the poor, and raise up Christian leaders for the renewal of the Church. The church can only accomplish this worthy mission with your continued and increased support.

Thank you for your financial support for Church of the Incarnation in 2019. Your pledges and gifts allow us to execute our noble mission, and we pray for your continued generosity in 2020 as we work together to grow God’s kingdom.

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WORSHIP  
SERVE  
GROW  
LEAD

---

BOWLING WITH YOUNG ADULT MINISTRY



HELPING WITH ANGEL TREE



STUDYING SCRIPTURE



FUN AT THE LAKE



SEEING A PLAY ABOUT TOWN







# JOHN MARTIN

## FELLOWS REPORT



The Uptown Dallas Fellows program welcomed six young adults from across the country this year. We also had six young adults finish our program last May with five Fellows remaining in Dallas working in full-time positions and one being accepted to Princeton Seminary.

New board members in 2019 include David Oxford (Finance), Cathy and Jim Wills (Mentors), and Alice Carruth (Education). We also thanked Sherryl Thomas, Craig & Susan Johnson, Catherine Shelton, and Mary Livingston for investing years of service to the Fellows program. Our board would love to share with you how the program connects with the church mission:

### WORSHIP

According to “The Connected Generation Study,” what young adults find missing most from their church experience is their friends. For our Fellows to be able to live in community and worship in both the Traditional and Uptown Contemporary services gives them access to the beauty of our tradition while learning and praying with each other.

### GROW

Fellows meet weekly for Spiritual Direction with Fr. Sundara and for Theology class with The Rev. Canon Victor Lee Austin, Ph. D. and career counseling with Becky Clarke. They participate in a Growth Group and attend retreats and conferences that focus on the intersection between their faith and work life.

### SERVE

Fellows serve in the Roseland community, give time to the Angel Tree project, support the AIDS Meal Ministry, and visit nonprofit groups that bring dignity and care to the poor, including Bonton Farms, the Momentous Institute, and Incarnation House. The Incarnation Foundation sends the Fellows on the Belize mission trip, and many Alumni have served in Nepal and Honduras. Fellows have helped with disaster relief and participate in Day of Service.

### LEAD

If we don’t help teach the next generation how to lead, to serve, and to put Christ into all they value, who will? Reach out, and let us know if you want to get involved.

Thank you so much for helping the next generation be true to God’s calling.

**BOARD CHAIR, *The Uptown Fellows***



# 2019 STATISTICAL REPORT

## MEMBERSHIP

### BAPTIZED & CONFIRMED MEMBERS

AS OF JANUARY 1, 2019

**4,728**



#### ADDED

- 45 TRANSFERRED IN
- 54 ADDED ON RECOGNITION
- 52 BAPTIZED
- 1 CONFIRMED (NEW MEMBERS)
- 166 FROM INACTIVE
- 318 TOTAL ADDED



#### SUBTRACTED

- 41 TRANSFERRED OUT
- 27 DEATHS
- 31 TO INACTIVE
- 99 TOTAL SUBTRACTED

### BAPTIZED & CONFIRMED MEMBERS

AS OF DECEMBER 31, 2019

**4,947**

## SACRAMENT REPORT



#### BAPTISMS

- 50 YOUTH (TO AGE 16)
- 2 ADULTS
- 52 TOTAL ADDED



#### DEATHS

**27**



#### CONFIRMATIONS

- 23 YOUTH (TO AGE 16)
- 5 ADULTS



#### MARRIAGES

**17**



#### RECEIVED

- 2 ADULTS
- 30 TOTAL CONFIRMED/RECEIVED

**520**

#### DAILY OFFICES (MORNING & EVENING PRAYER)



#### EUCHARISTS

- 407 SUNDAYS
- 310 WEEKDAYS

**772**

#### PAROCHIAL VISITS BY CLERGY & COMMUNITY OF HOPE



# 2019 STATISTICAL REPORT

## SUNDAY SCHOOL ENROLLMENT



### SUNDAY SCHOOL ENROLLMENT

25 NURSERY TEACHERS  
316 NURSERY CHILDREN



### CHILDREN'S CHRISTIAN EDUCATION

26 SPRING TEACHERS  
170 SPRING: STUDENTS PRE-K-5TH GRADE  
26 FALL TEACHERS  
155 FALL: STUDENTS PRE-K-5TH GRADE



### STUDENT MINISTRY

11 CONFIRMATION TEACHERS/LEADERS  
8 MIDDLE SCHOOL TEACHERS/LEADERS  
9 HIGH SCHOOL TEACHERS/LEADERS  
23 CONFIRMATION STUDENTS  
45 MIDDLE SCHOOL STUDENTS  
35 HIGH SCHOOL STUDENTS



### ADULT CHRISTIAN EDUCATION

14 TEACHERS (SUNDAY)  
7 TEACHERS (WEEKDAY)  
498 STUDENTS (SUNDAY)  
80 ENROLLED (WEEKDAY)

## INCARNATION ACADEMY



38

TEACHERS  
(FULL TIME)

6

TEACHERS  
(PART TIME)

255

STUDENTS



KIM PHUC LECTURE



# STATEMENT OF REVENUE & EXPENSES

*general operating fund*

FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019

	ACTUAL	BUDGET	VARIANCE
<b>REVENUES</b>			
Pledges - Current Year	\$ 4,381,788	\$ 4,700,000	\$ (318,213)
Pledges - Prior Year	82,214	20,000	62,214
Plate Cash	102,126	95,000	7,126
Non-Pledge Donations	1,033,561	1,150,000	(116,440)
Interest Earned	19,574	3,250	16,324
Other Income	13,568	4,000	9,568
Incarnation Academy Rental Income	60,000	60,000	-
Incarnation North Rental Income	11,200	-	11,200
Temporary Restricted Funds Released	56,807	33,300	23,507
Wedding Fees, net of expenses	23,755	9,000	14,755
<b>TOTAL REVENUES</b>	<b>5,784,592</b>	<b>6,074,550</b>	<b>(289,958)</b>
<b>EXPENSES</b>			
<b>Administration</b>			
Salary and Benefits	1,855,635	1,985,419	129,784
General Administration	237,993	242,550	4,557
Interest Expense	81,021	93,194	12,173
Clergy Professional Expense	21,591	31,500	9,909
Utilities	276,709	277,500	791
Insurance	151,506	158,200	6,694
Diocesan Assessment	690,754	738,936	48,182
Property and Grounds	644,028	624,483	(19,545)
Communications	291,414	297,223	5,809
Professional Fees	45,308	50,000	4,692
New Church Equipment	9,798	99,500	89,702
4061 Central	29,604	45,118	15,514
<b>Total Administration</b>	<b>4,335,362</b>	<b>4,643,624</b>	<b>308,262</b>
<b>Programs and Ministries</b>			
Christian Formation	269,483	316,738	47,255
Student Ministry	244,230	254,809	10,579
Pastoral Ministry	76,436	81,489	5,053
Music Ministry	545,520	549,841	4,321
Nursery	38,084	51,663	13,579
Outreach	282,287	278,182	(4,105)
Incarnation North	(1,500)	-	1,500
General Ministry Expenses	142,055	144,692	2,637
Fellows Program Support	31,917	47,070	15,153
Discretionary Support	9,952	11,200	1,248
<b>Total Programs and Ministries</b>	<b>1,638,464</b>	<b>1,735,685</b>	<b>97,221</b>
Incarnation Academy, net (revenues)	(198,514)	(335,766)	(137,252)
<b>TOTAL EXPENSES</b>	<b>\$ 5,775,312</b>	<b>\$ 6,043,543</b>	<b>\$ 268,231</b>

RALLY DAY: LAUNCH INTO FALL



EASTER SUNDAY

# BALANCE SHEET

(combined funds)

FOR THE YEARS ENDED DECEMBER 31, 2019 AND 2018

## ASSETS

	2019	2018
Unrestricted Cash and Savings	\$ 622,190	\$ 750,509
Restricted/Designated Cash and Savings	4,866,787	4,553,207
Designated Bookstore/Library Assets	82,332	107,468
Fixed Assets, net of Accumulated Depreciation	38,430,720	35,193,346
Other Assets	487,399	510,206
	<u>\$ 44,489,427</u>	<u>\$ 41,114,736</u>

## LIABILITIES AND FUND BALANCE

### Liabilities

Accounts Payable	\$ 411,858	\$ 190,964
Revolving Line of Credit	2,290,649	2,328,619
Prepaid Incarnation Academy Tuition/Registration	49,390	51,335
Prepaid Pledges	353,901	553,103
Total Liabilities	<u>3,105,799</u>	<u>3,124,021</u>

### Fund Balance

General Fund	35,788,711	32,226,689
Restricted/Designated (NonBudget)	5,594,918	5,764,026
Total Fund Balance	<u>41,383,629</u>	<u>37,990,715</u>
	<u>\$ 44,489,427</u>	<u>\$ 41,114,736</u>





# FEBRUARY 3, 2019 ANNUAL MEETING MINUTES

## OPENING

The Incarnation Choristers opened the meeting with a performance.

## MEETING INTRODUCTION

The 123rd Annual Parish Meeting was hosted in Ascension Chapel. Fr. Thomas Kincaid opened in prayer and Bishop Tony Burton called the meeting to order. A motion was moved and seconded to approve the 2018 minutes.

## RECOGNITION OF VESTRY MEMBERS

Members moving off of the Vestry were given thanks and recognition: Jim Grau, Senior Warden; Matt Bomberger; Leila Gary; Gay Oxford; and David Parsons. Bishop Burton recognized Fr. Jon Jordan for his ordination to the diaconate on February 2.

## 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. Nominations for the Diocesan Convention were voted by acclamation, a motion was put forth, seconded, and so moved.

Bishop Burton appointed Stuart Bush as Senior Warden for the 2019-2020 year.

## MEETING MESSAGE

- A Video recap of the Nepal mission trip was played. Fr. Kincaid recognized all parishioners who participate and support foreign missions.
- Fr. Kincaid introduced the theme for Lent 2019, Journey to a Holy Lent, followed by a short video about a Text to Pray initiative. Fr. Kincaid discussed the Lenten activities planned around the theme, calling special attention to an Incarnatus concert, a lecture on forgiveness by Kim Phuc, and a special interactive art experience titled "Journey to the Cross."
- Fr. David Thompson announced that 88 individuals were committed to the North Campus seed congregation. The North Campus launch date was set for August, with initial onsite meetings to begin in May or June. Bishop Burton recognized the seed congregation as a group and commissioned them with prayer.
- A new FastPass check-in system for quickly checking into Sunday School was announced.
- Fr. Kincaid reminded the Vestry of a brief meeting immediately following the meeting.

## CLOSING

Fr. Kincaid closed the meeting.

## STAFF

ALBERTO AGUILLON	HEAD SEXTON
EDDIE ADESODUN	COMMUNICATIONS ASSOCIATE
COURTNEY BARROW	DIRECTOR OF COMMUNICATIONS
MELANIE BROWN	BOOKSTORE MANAGER
RACHEL BURGESS	RECEPTIONIST
ELLIOTT CARPENTER	ASSOCIATE DIRECTOR OF AUDIO VISUAL & TECHNOLOGY SUPPORT
JIMMY CASEY	SEXTON FOR INCARNATION NORTH
PAM COGHLAN	DIRECTOR OF STUDENT MINISTRY & YOUNG ADULTS
ABBY CLARK	CHILDREN & FAMILY MINISTRY ADMINISTRATIVE ASSISTANT & NURSERY COORDINATOR
SHANNON DANIELS	PROJECT MANAGER
HALEY DETTRA	DIRECTOR OF RESOURCE MANAGEMENT & SPECIAL PROJECTS
SCOTT DETTRA	PRECENTOR & DIRECTOR OF MUSIC
PEDRO DOMINGUEZ	SEXTON
RENÉ DUBOIS	MUSIC DEPARTMENT ADMINISTRATOR
SHELLEY EISENLOHR	DIRECTOR OF ADMINISTRATIVE SERVICES & COMPLIANCE
ERIC FREDERICKS	SENIOR ASSOCIATE FOR CONTEMPORARY WORSHIP & COMMUNITY ENGAGEMENT
GAY HAYSLETT	EXECUTIVE ASSISTANT TO THE RECTOR
ASHLEY HENSEL	DIRECTOR OF CHILDREN & FAMILY MINISTRY
JOSIAH HERMAN	COMMUNICATIONS DEPARTMENT INTERN
MEG HOUK	MINISTER FOR CHRISTIAN FORMATION
JOSH HULSEY	HIGH SCHOOL MINISTRY ASSOCIATE
ELSIE JOHNSON	GIFTS STAFF ACCOUNTANT
MALLORY JORDAN	COORDINATOR FOR TRADITIONAL MINISTRIES
CAROL KADEL	ASSOCIATE FOR PASTORAL CARE
KATHY KING	ADMINISTRATIVE ASSISTANT FOR ADULT FORMATION & FELLOWSHIP
JENNIFER LEBLANC	CHIEF OPERATING OFFICER
ROBIN LITTLE	ASSISTANT DIRECTOR OF DEVELOPMENT
ANNE MACKINTOSH	MISSION & OUTREACH 75204 PROJECT MANAGER
STEVE MARR	WEB & MEDIA SERVICES
JUDY MARTIN	ASSISTANT TO THE VICE RECTOR
DUSTY MATTHEWS	BOOKSTORE MANAGER
LIBBY MCGEE	ADMINISTRATIVE ASSISTANT TO THE CHIEF OPERATING OFFICER
BECKY MIDDLETON	DIRECTOR OF CONTEMPORARY MUSIC
JOHN MONGER	EXECUTIVE DIRECTOR OF FACILITIES MANAGEMENT, SECURITY, & TECHNOLOGY
JULIAN PETRALLIA	ORGAN SCHOLAR
CASEY REID	ASSISTANT DIRECTOR FOR CONTEMP. MUSIC
MARIA RIVERA	PAYABLES STAFF ACCOUNTANT
GRAHAM SCHULTZ	ASSOCIATE DIRECTOR OF MUSIC
KATE SMITH	FELLOWS PROGRAM DIRECTOR
SARA SNOWDEN	MISSION & OUTREACH PROJECT MANAGER
DONNA STACK	STUDENT MINISTRY ADMINISTRATOR
SABRINA STEWARD	MISSION & OUTREACH DEPT. ADMINISTRATOR
NAOMI SUNDARA	YOUNG ADULTS ASSOCIATE
JEREMY TURPIN	STUDENT MINISTRY INTERN
EMILY TYLER	ASSOCIATE FOR TRAD. LITURGY & WORSHIP
JOSE VIERA	SEXTON
JO ANN WISER	CONTROLLER

## VESTRY

ANTHONY BURTON CHAIRMAN	KAY BEECHERL TIM BELLMAN	MATT LEWIS GREG MOORE
STUART BUSH SENIOR WARDEN	STEPHEN BODWELL MEG BOYD	SCOTT PALMER JARED SHELTON
ELIZABETH STEED JUNIOR WARDEN	CATHERINE BRADY ADRIANNE DUVAL	LAUREN STURDY MELISSA URBAN
	BETH HANKS JAYNA HEMBREE	ANDY WELCH

## CLERGY

### full-time clergy

THE RT. REV. ANTHONY J. BURTON	RECTOR
THE REV. S. THOMAS KINCAID III	VICE RECTOR
THE REV. MATTHEW CROWNOVER	CURATE FOR UPTOWN CONTEMPORARY WORSHIP
THE REV. OLIVER LEE	PASTORAL CARE
THE REV. CHASE SKORBURG	CURATE FOR TRADITIONAL WORSHIP
THE REV. JOHN SUNDARA	ADULT FORMATION
THE REV. DAVID THOMPSON	INCARNATION NORTH CAMPUS

### part-time clergy

THE REV. CN. VICTOR AUSTIN	THEOLOGIAN-IN-RESIDENCE
THE REV. DOROTHY BUDD	DEACON, MISSION & OUTREACH
THE REV. JUDY FRIZZELL	DEACON, PASTORAL CARE
THE REV. JON JORDAN	PRIEST ASSOCIATE FOR INCARNATION NORTH CAMPUS

### assisting clergy

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

## INCARNATION ACADEMY

MICAH CRISSEY	HEAD OF SCHOOL
JILL BELLEW	BUSINESS MANAGER

TERESA ALLAN	IMONNE HARRIS	DARLENE SMITH
KAREN CARMARGO	BERENICE HERNANDEZ	ANNE SPRADLEY
ALMA CHAVEZ	CARMON HOBBS	MIRIAM SPRAGUE
BARRY CREEL	ANN HOWELL	JENNIFER STOVER
IRIS CROSS	AKANE LOPEZ	GHENET TEWELDE
SUSAN CULLINAN	ELDA MANCHA	CYNTHIA THOMPSON
ANN DAVIS	PATRICIA MARTINEZ	KHIRSTIN TWO CROW
MONA FORD	RAYMUNDA MARTINEZ	MICHELLE VALBUENA
KARINA GARCIA	ELSA MORENO	MARION WALTERS
PATRICIA GARCIA	DE MUNOZ	ANETHA WARD
SELENA GARCIA	VANESSA MORENO	ASHLEE WARD
MONICA GARIBAY	VERONICA ORTIZ	SARAH WHITE
MONICA GLASGOW-ALLAN	MARGARET ROSS	BRIANNA WILLIAMS
ALEXANDRA HALFORD	MARY SKINNER	KIMBERLY WILSON
		HANNAH WORD



*sunday services with holy communion*

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

**9 AM** TRADITIONAL  
MAIN CAMPUS  
UPTOWN CONTEMPORARY  
MAIN CAMPUS

**10:30 AM** CONTEMPORARY SERVICE  
NORTH CAMPUS

**11:15 AM** FULL CHORAL SERVICE  
MAIN CAMPUS  
UPTOWN CONTEMPORARY  
MAIN CAMPUS

**5 PM** CHORAL EVENSONG  
MAIN CAMPUS  
UPTOWN CONTEMPORARY  
MAIN CAMPUS

*weekday services*

**8 AM** MORNING PRAYER & HOLY COMMUNION  
MAIN CAMPUS

**4:40 PM** EVENING PRAYER  
MAIN CAMPUS

**WED NOON** HOLY COMMUNION WITH ANOINTING  
MAIN CAMPUS

**MAIN CAMPUS**  
3966 MCKINNEY AVENUE  
DALLAS, TEXAS 75204

**NORTH CAMPUS**  
12727 HILLCREST RD.  
DALLAS, TEXAS 75230