

CHURCH *of the* INCARNATION

122nd ANNUAL PARISH MEETING

2017: THE YEAR IN REVIEW



simplify.

lent 2018

This Lent we are making a big ask.

Social Media is the greatest inundator of information in our lives and the biggest source of noise. As a parish, we are encouraging a parish-wide social media blackout so that we can see and hear Christ more clearly. While we want to disconnect from the noise online, we also want to create space to hear from Christ and each other about Christ. Thus, every Friday night during Lent we invite you to FaceTime Fridays - a short lecture by one of our clergy, followed by the Lenten practice of making pilgrimage through the Stations of the Cross. We also encourage you to share a meal together at the conclusion of our time each of those nights.

Childcare will be extended until 9 pm to assist those with small children.

2017 vestry

ANTHONY BURTON, CHAIRMAN; JIM GRAU, SENIOR WARDEN;
STEPHEN BODWELL, JUNIOR WARDEN;
MATTHEW BOMBERGER; MEG FAHRENBROOK; STUART BUSH,
ADRIANNE DUVALL, MEG FAHRENBROOK; ERIC FREDERICKS;
LEILA GARY; JAYNA HEMBREE; GREG MOORE; GAY OXFORD;
DAVID PARSONS; WENDY SKORBURG; BILL WARD; TODD WELTY;
JOE CHUMLEA; DOW CROCKER; JIM GRAVES; MICHAEL STURDY

the parish staff

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EDDIE ADESODUN GRAPHICS & DIGITAL COORDINATOR
COURTNEY BARROW DIRECTOR OF GRAPHICS + PRODUCTION
JILL BELLEW INCARNATION ACADEMY BUSINESS MANAGER
JOSH BOYD ORGAN SCHOLAR
TIFFANY BROOKS MEMBERSHIP SERVICES COORDINATOR
TREVOR CANTRELL HIGH SCHOOL MINISTRY ASSOCIATE
ELLIOTT CARPENTER ASSOCIATE FOR LITURGY & WORSHIP
UPTOWN CONTEMPORARY SERVICES
PAM COGHLAN DIRECTOR OF STUDENT MINISTRY
SHANNON DANIELS BUSINESS OFFICE ADMINISTRATOR
NOZAR DARYAPAYMA DIRECTOR OF FACILITIES OPERATIONS
HALEY DETTRA ASSISTANT TO THE VICE RECTOR
SCOTT DETTRA DIRECTOR OF MUSIC & ORGANIST
RENÉ DUBOIS MUSIC DEPARTMENT ADMINISTRATOR
SHELLEY EISENLOHR CONTROLLER
DAVID HANSON YOUNG ADULTS MINISTER
GAY HAYSLETT EXECUTIVE ASSISTANT TO THE RECTOR
MEG HOUK DIRECTOR OF CHILDREN & FAMILY MINISTRY
KRISTIN JOHNSON WELCOME MINISTRY COORDINATOR
CAROL KADEL ASSOCIATE FOR PASTORAL CARE
ALEXANDER KELLY STAFF ACCOUNTANT
MARTHA LANG EXECUTIVE DIRECTOR OF MISSION & OUTREACH
JENNIFER LEBLANC EXECUTIVE DIRECTOR OF COMMUNITY RELATIONS
IBETH LOPEZ MISSION & OUTREACH DEPT. ADMINISTRATOR
ANNE MACKINTOSH MISSION: 75204 PROJECT MANAGER
STEVE MARR WEB & MEDIA SERVICES
DUSTY MATTHEWS BOOKSTORE MANAGER
LAURA MCCLAIN ASSOCIATE FOR LITURGY & WORSHIP
TRADITIONAL SERVICES
BECKY MIDDLETON DIRECTOR OF CONTEMPORARY MUSIC
ERIN PENDLETON MISSION & OUTREACH PROJECT MANAGER
GRAHAM SCHULTZ ASSOCIATE DIRECTOR OF MUSIC
KATE SMITH FELLOWS PROGRAM DIRECTOR
SARA SNOWDEN ASST. DIRECTOR OF DEVELOPMENT OPERATIONS
DONNA STACK STUDENT MINISTRY ADMINISTRATOR
MANDI TROUSIL MIDDLE SCHOOL MINISTRY ASSOCIATE
CAROLINE WALLER FELLOWS PROGRAM COORDINATOR

full-time clergy

THE RIGHT REV. ANTHONY J. BURTON RECTOR
THE REV. S. THOMAS KINCAID III VICE RECTOR
THE REV. JOSEPH HERMERDING CHILDREN & FAMILY
THE REV. RENÉ SOMODEVILLA PASTORAL CARE & SENIORS
THE REV. JOHN SUNDARA ADULT FORMATION
THE REV. 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

MICAH CRISSEY INCARNATION ACADEMY HEAD OF SCHOOL
TERESA ALLAN MARY GRAYSON MARLEN RODRIGUEZ
JILL BELLEW BERENICE HERNANDEZ MARGARET ROSS
KAREN CAMARGO ERIKA HERNANDEZ LAURYN ROTHERMEL
BRIANNY CASTRO TARA HILL VIVIANA SANCHEZ
CELILIA CASTRO CARMON HOBBS IRIS SERRANO
ALMA CHAVEZ UNIKA HOLBERT QUANESHIA SIMS
MAHVISH CHRISTOPHER ANN HOWELL MARY SKINNER
IRIS CROSS LAGLENDRA HUGHES ANNE SPRADLEY
SUSAN CULLINAN ELDA MANCHA JENNIFER STOVER
ANN DAVIS PATRICIA MARTINEZ GHENET TWEDLE
MONA FORD RAYMUNDA MARTINEZ KHIRSTIN TWO CROW
KARINA GARCIA ELSA MORENO DE MICHELLE VALBUENA
PATRICIA GARCIA MUNOZ MARION WALTER
JANETH GARIBAY KATHERINE MURCHISON ANETHA WARD
MONICA GARIBAY DAISY NUNO ANDREA WILSON
MONICA ALLAN VERONICA ORTIZ HANNAH WORD
LINDA GONZALEZ ROBIN QUIETT

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jim grau SENIOR WARDEN'S REPORT

For the reasons set out in this report, and frankly too many others to name or count, it has been an honor and a privilege to serve as your Senior Warden this past year. Taking a declaration from Bishop Burton, it is certainly clear to me that God has laid his

hand on this church, and I am grateful and humbled for the opportunity to have served in this capacity.

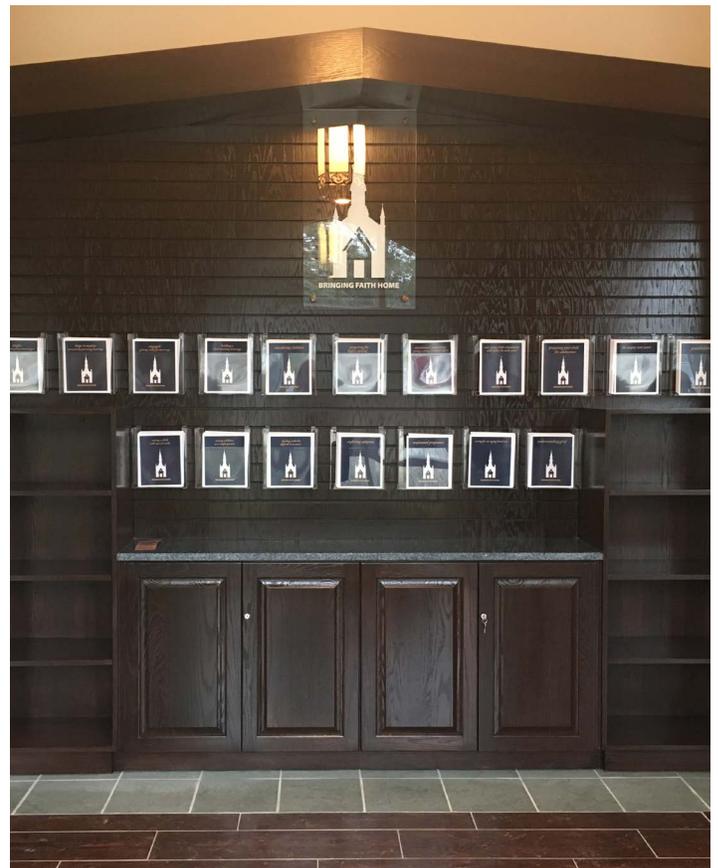
I was interviewed this past spring for an article in the *Angelus*, and I was asked in essence what I hoped would be accomplished this year. These were my thoughts then: Now that the building project is over, it would be easy to step back, relax, and look at what we have accomplished. However, the completion of the new facilities means the work is really just starting. The clergy and staff are keenly aware of this, and they are very focused on the work to do. Bishop Burton pronounced at the groundbreaking ceremonies years ago, 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." Incarnation is widely known for its commitment to outreach and community service. I believe that now is not the time for complacency or timidity in what Incarnation is called to do. I believe that now is the time to go confidently in support of our calling to help change lives.

I made those remarks after the last year's Annual Parish Meeting. Those remarks were made knowing all that this parish has accomplished in its long-storied history. I knew this parish would never be timid or complacent because I do not believe it ever has been. I made those remarks because this parish stepped up confidently and boldly last year and accepted the Vestry's budget—the largest budget in the parish's history. Incarnation has at all times made it clear that it is committed to the mission—to worship God in the great tradition of the church; to make disciples of Jesus Christ; to serve the poor; and to raise-up leaders for the renewal of the Church nationally and internationally. This mission is our center. I made those remarks knowing that Incarnation would not just continue but would expand and improve the mission. And it did.

In sum, Incarnation met its budget. The number of parishioners who pledged increased. The percentage of money pledged increased. Moreover, the 2017 service attendance increased again to an average Sunday service attendance of 1,367. All of this happened because of you, and everyone committed to making sure that the mission for Incarnation was the focus. However, the numbers do not tell the whole story. My report

that follows is only a small sample of the ministry at Incarnation this past year. The effort behind the scenes makes the numbers possible. As Senior Warden, you get to attend many meetings. In addition, you get to see a lot of hard work by many people. When you read my narrative of activities below, just know that it is merely a glimpse into who and what is at work at this church. There is so much more I could say or write that time and space simply do not permit.

Our Children & Family Ministry (CFM) has had a very active and engaging year. Led by Fr. Hermerding and Meg Houk, the ministry has handed out roughly 300 pamphlets from the Bringing Faith Home Center. It has collaborated with Incarnation Academy to help parents strategically address sensitive subjects with their children. Vacation Bible School was a success again with more than 110 children attending and more than 50 volunteers helping. CFM also launched the second phase of the Bringing Faith Home Center—"FaithPath"—that received very favorable feedback. The ministry also held a great family camping weekend and Family Movie Night. Their busy year concluded with Advent Family Night, St. Nicholas visiting Sunday school, and the Annual Christmas Pageant.



bringing faith home center

The Beecherl Corrigan Fellows Program continues to thrive. The program had eight members this year. Caroline Waller did a great job in rebuilding and enhancing the program under Jennifer LeBlanc's leadership preparing for Kate Smith to take over as the new Fellows Director. Under Kate's direction, this program continues to be a remarkable ministry. The Fellows are widely recognized for their willingness to step up and serve in so many areas.

Mission & Outreach continues to touch the lives of so many near and far. Martha Lang and Deacon Budd provide the leadership for this critical ministry. Last spring, Day of Service provided much needed work at Mosaic House. Mosaic is a safe haven for survivors of human rights abuses, including human trafficking and domestic violence. Day of Service used the efforts of more than 400 volunteers to landscape, paint, clean, build, and stock pantries with necessary food and clothing. The circumstances surrounding the shelter required that it be a well-planned and well-orchestrated event, and it was. The day was emotional to say the least. It was an incredibly inspirational event for all involved.

In July, eleven Incarnation volunteers successfully installed new hand pumps in two remote villages in Belize. Now the communities of Chial and Cool Shade have access to clean, potable water. Those who were unable to pay for indoor plumbing now have access to safe water at no charge.

In the spring of 2015, earthquakes struck Nepal. The earthquakes killed approximately 9,000 people, injured over 20,000, and caused extensive damage across the country. In 2016, Karma Sherpa, founder and executive director of The Small World, shared his story of the work done in the aftermath with Incarnation. Incarnation responded. A team of 20 went for an initial mission to Nepal in October 2017. Eleven medical professionals and translators from Katmandu joined them. Their work coupled with financial assistance from the Incarnation Foundation allowed for the grand opening of a regional birthing center. The team also worked on construction repairs to the local school from the earthquake.



nepal mission trip

This past June marked 17 years of Incarnation's mission work in Honduras. Our medical, dental, and pharmacy clinic served a record number of Hondurans—more than 600 men, women, and children. The volunteers reported particular pleasure with the relationships they made with two local clinics to whom they have referred numerous people with chronic health needs. The Incarnation construction team continued work on a new Episcopal church in Copan. The Christian education team shared Godly Play and lots of love with precious, eager children.



angel tree gift drop-off night

The November Food Drive and Angel Tree adoptions this year were a great success and provided food and gifts to 742 neighbors and children in Child Protective Services custody. It was another record year of giving. Mission & Outreach directs many other ministries too, including, Community Health Fair, Austin Street Center, Reading Buddies, Man Up Mentoring and Ladies of Leadership.

The Young Adults Ministry led by David Hanson had an active year. Their XP program has shown to be an impactful program. It began in February and ended in December with solid participation. The Narthex has had a consistent gathering of young adults. Young Adults also participated in Angel Tree and Day of Service as a young adult community helping make those programs a success.

Scott Dettra, his staff, and the choir continue to enrich our worship with their beautiful music. The choir's April 20 broadcast of Choral Evensong on BBC Radio was an enormous success. The choir received correspondence from around the world, which speaks to the broadcast's wide reach of some 300,000 people. Some music notes this year also need to include, the February 26 concert by Stile Antico. They thrilled an audience of more than 400 and received a very favorable review in the Dallas Morning News that included a prominent photograph.

We said goodbye and thank you to Justin Brooks as our Worship Leader for the Uptown Band after many years of devoted service. His leaving though brought Becky Middleton to our Uptown Band. Becky is a sought after vocalist and recording artist. She has simply done an excellent job in her role as the Worship Leader. The Uptown Band continues to inspire and move all those who listen.

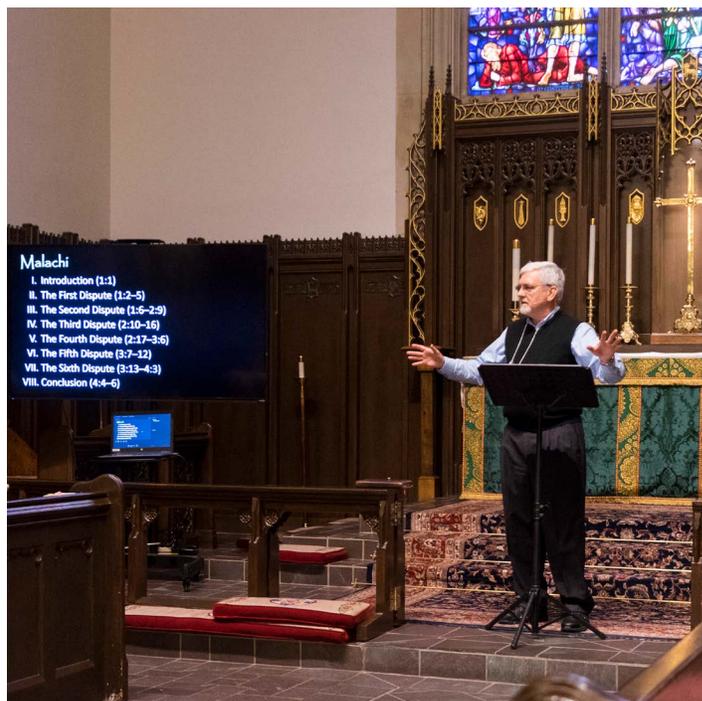
Student Ministry, led by Pam Coghlan, continues to be vibrant. The Ministry worked in partnership with the Pilgrim Rest Missionary Baptist Church student ministry to put on a Sunday afternoon Vacation Bible School for the children in the Roseland Community. The VBS was a means to teach children about Christ and to strengthen the relationship with the neighborhood. Pilgrim Rest and the Incarnation student ministry had a total of 90 students participate.

The Student Ministry department had a great second year of their summer internship program with 34 students. The program's design is to be the catalyst that equips the next generation of leaders. The goal is that these students will gain knowledge and experiences that will shape them to become an impactful force in their schools, church, and future endeavors. Twenty-nine of the thirty-four interns participated in either the high school Guatemala Mission Trip or the middle school Orlando Mission Trip both commenced in July.



the incarnation bible institute

During this past summer, the Student Ministry also enthusiastically participated in the Diocese's "Bishop's Camp" which helps neighborhood kids keep up their skills in reading and speaking English. They were eager to participate again this year and have stated how much they enjoyed helping and serving these students. Student Ministry also added service at Bonton Farms in the small South Dallas neighborhood called Bonton. Bonton is located in a "food desert" where 63% of residents lack personal transportation, and the nearest grocery store is a 3-hour round-trip bus ride. Bonton Farms is working to change that.



the incarnation bible institute

Growth Groups expanded this year. Fr. John Sundara oversaw this ministry and reported that since January, the number of Growth Groups has expanded from 20 to 25 with 10 new leaders. The streamlining of Sunday School and Weekday Classes to reflect Incarnation's preaching series was positive and will continue moving forward. The Adult Formation Ministry hosted two Sunday evening lectures "America among the Nations" and Fr. Victor Lee Austin's "What Good is Authority." The lectures were well attended and received favorable reviews. Under Fr. John's leadership, the church also launched The Incarnation Bible Institute in the fall of 2017.

Moving into this year, the Adult Formation Ministry is working hard to teach Incarnation's mission values of Worship, Grow, Serve, Lead, and Give, biblically and theologically and to help participants reflect on their own discipleship and think about next steps for their growth. The goal is to increase the depth of discipleship within our parish that in turns increases:

- Worship attendance during the week
- Participation in Growth Groups, Sunday school and Weekday classes
- The number of volunteers for service and mission opportunities
- The number of leaders in all aspects of our parish including teaching, hosting, liturgy, worship band, Welcome Ministry, and mission trips
- Tithes and overall giving to the work of the church

As you can see, this church is truly an amazing place. Thank you to all of those who make it so. As I conclude, I would like to offer special thanks to the following:

- The Rector and all the clergy, who are truly outstanding. Bishop Tony, thank you for all of your support this year.
- Junior Warden, Stephen Bodwell, you were an outstanding Junior Warden and a good friend. You were also a tireless worker and provided excellent counsel during a few challenges this year.
- The Incarnation staff, many of whom were pressed into more and different roles this year. You all stepped up seamlessly. Gay, thank you for keeping us all on time and in the right place.
- Vice Rector, The Reverend Thomas Kincaid for his leadership of the staff and oversight of the business operations of the church.
- David Parsons for being such a special person and the Senior Warden before me who showed the right way to do it. You are a good friend.

- Our lay leaders who serve with me on the Vestry who give so much of their time with special thanks to Meg Fahrenbrook, Eric Fredericks, Bill Ward, Stephen Bodwell, and Todd Welty retiring after the end of their three year terms.
- Chancellor Joe Chumlea, you did an exceptional job of working though legal matters so they would never be legal issues. Well done, Joe.
- Dow Crocker, our Vestry Treasurer, and Jim Graves, our Vestry Assistant Treasurer, you are both so conscientious in your work. You provide a great deal of comfort to all of us. Thank you.
- Mark LaRoe, and all of the women and men who make up the Incarnation Foundation, you have quietly done an outstanding job.

I will look forward to see what 2018 brings to the Church of the Incarnation.




2017 VESTRY FROM LEFT FRONT ROW *leila gary, jayna hembree, wendy skorburg, meg fahrenbrook, adrienne duvall*
SECOND ROW *greg moore, matthew bomberger, eric fredericks, jim graves, dow crocker, joe chumlea*
THIRD ROW *stephen bodwell, jim grau, david parsons, bill ward*

stephen bodwell JUNIOR WARDEN'S REPORT



This year was our first full calendar year since doubling our campus' footprint with last year's opening of the new Welcome Center, Education Building, and Ascension Chapel. This transformational addition is not only architecturally relevant

but has also proven fully utilized by the parish. It is probably no surprise that the new facilities have garnered considerable interest from outside organizations, such as the Global Leadership Summit, for its use.



global leadership summit

From a facilities perspective there have been relatively few issues worth mentioning including wrapping up the final repairs to the organ from last year's water leak as well as repairs of water leaks in both the Ascension Chapel Bride's Room and Ascension Chapel Electrical Room. We are confident that the most recent repair and retrofitting of the roof and drain over the main sanctuary's organ will prevent similar disruptive damage to the organ in the future. Keeping the new fountain by the columbarium running has certainly been a challenge as well but we have plans for a permanent fix forthcoming early 2018. Finally, this year we received bids to restore the glorious stain glass windows throughout the main sanctuary. We will be pulling those windows out in pairs over the coming 3 or so years (or sooner as funding allows). As wooden blanks will temporarily be used during each window's renovation we'll be mindful of the Easter and Christmas seasons.

From a landscaping perspective, Texas weather in 2017 proved challenging with the warranty replacement of a great deal of our new landscaping as well as more replacements scheduled for early 2018, in particular shrubbery around the north parking lot. Furthermore, our mature trees and their vast canopies provided challenges with grass in several areas getting enough sun. Pruning of the trees this fall should help in the spring.

Having served the prior two years on the Vestry and the finance committee, my expectations about being the Junior Warden were relegated to all things parish buildings and grounds. I was pleasantly surprised that Bishop Burton looks not only to the Senior Warden but also the Junior Warden as trusted advisors not only on big picture matters but on important day to day issues. These interactions with Bishop Burton and his key staff really impressed upon me what a strategic, thoughtful, and Godly group of folks we have leading our parish. Both my parents served as wardens at other Episcopal parishes, one had a wonderful experience and the other a so-so experience. I can gladly say that for me it has been a terrific and exhilarating year getting to know the interworking of the parish, building relationships and helping solve problems.

"One of the things I respect most about Bishop Burton is that he is always thinking big. Working on the purchase of 1950 North Washington Street to further our investment in Mission 75204 was an amazing experience and a testament to our commitment to our neighbors.

Furthermore, the exploration of expanding Uptown (which has already outgrown its space) via a satellite campus would demonstrate leadership in the diocese as well as share our growing contemporary worship style with others.

Thanks again to Bishop Burton and also to Fr. Kincaid, who works tirelessly to manage the parish's staff and operations. Also, thanks to Nozar Daryapayma and his team for their tireless work to effectively and efficiently manage the parish's buildings and grounds. And finally, a huge thanks to Jim Grau—it was a pleasure working under him this year, he was sage counsel and was always inclusive and supportive of my thoughts and opinions.

Stephen Bodwell

church of the incarnation PHOTO RECAP



day of service 2017: mosaic house



belize mission trip



sundara & waller ordination to the diaconate



bishop chartres, 2017 bishop of london



gateway of grace refugee prayer vigil



shrove tuesday pancake supper & mardi gras parade



the sunday of the resurrection: easter day



maundy thursday



the great vigil of easter



easter egg hunt



good friday



ash wednesday



mark h. laroe THE INCARNATION FOUNDATION

The Incarnation Foundation serves as the steward of the gifts God has entrusted to us for the transformational work of Church of the Incarnation. We have benefited from a financially strong 2017 and are poised for a bright future. Our existing portfolio had

income and gains of \$800,000; and on top of that we received nearly \$1,250,000 in gifts. The impact of these gifts and revenue can be readily seen in the life of our church.

In 2017, the Foundation awarded \$908,309 in 17 separate grants. These monies in part supported:

- **EPISCOWHAT?** the liturgical explanations of our beliefs and practices found in the weekly worship bulletins
- **FAITHPATH** age-specific resources for parents to shepherd their children's hearts toward a life of faith
- **THE REOPENING OF THE ROSE**, community center and gymnasium – furthering Incarnation's commitment to the neighborhood and the need for a dramatic expansion of mentoring young adults
- **TUITION FOR SEMINARIANS** who will bring new life to Episcopal churches across the nation
- **A LEADERSHIP DEVELOPMENT** retreat for students of Incarnation House

From securing the original land for expanding our campus, to making a \$1,000,000 gift to the capital campaign, the Foundation remains committed to ensuring the financial health of our parish. While we are bound by a responsibility to administer funds as promised, when unrestricted monies are presented, we believe retiring the debt is of utmost priority. To this end, the Foundation gifted another \$503,000 toward the debt incurred as a result of our campus expansion.

None of this would be possible without the generosity of members of the parish like Mary Lou Wiggins, Isabelle Seaman, and Edith Howson who trusted the Foundation with gifts from their estates. The board of directors is committed to maximizing those gifts to ensure a strong future for the parish they loved.

We are excited by new possibilities that may emerge thanks to an anonymous gift establishing a fund for Biblical Studies. The strength of the offerings for adult discipleship has reached

new heights at Incarnation. With the quality of church-wide discipleship programs we've seen in recent years such as Acts of the Apostles, a review of the Old Testament, and the launch of The Incarnation Biblical Institute, we eagerly await what the rector and director of adult formation have in mind for our next church-wide study.

New Foundation directors in 2017 include Carla Bush, Jennifer Hargrave, Lauren Palmer, and Andy Welch. We also thanked Pat Carrigan for fulfilling nine years of service to the Foundation as vice president and integral member of the finance committee.

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

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

If you haven't thought about or talked with your family about what you value and the legacy you want to leave, think about it. Listen to your trusted advisors. Seek spiritual guidance for your giving. Be systematic. There are many resources in our community for intentionally transferring your spiritual and financial capital.

The Foundation serves to assist you in administering the financial gifts that outlast life's end including making gifts, establishing funds, and designating Incarnation as a beneficiary in one of the assets of your estate plan among many other options. Generosity is the new evangelism. Our church is magnetic for both believers and non-believers as we teach and model the way of Christ locally and abroad. Join us in giving hope and sharing the love of Christ for generations to come.

PRESIDENT, THE INCARNATION FOUNDATION



dow crocker **TREASURER REPORT**

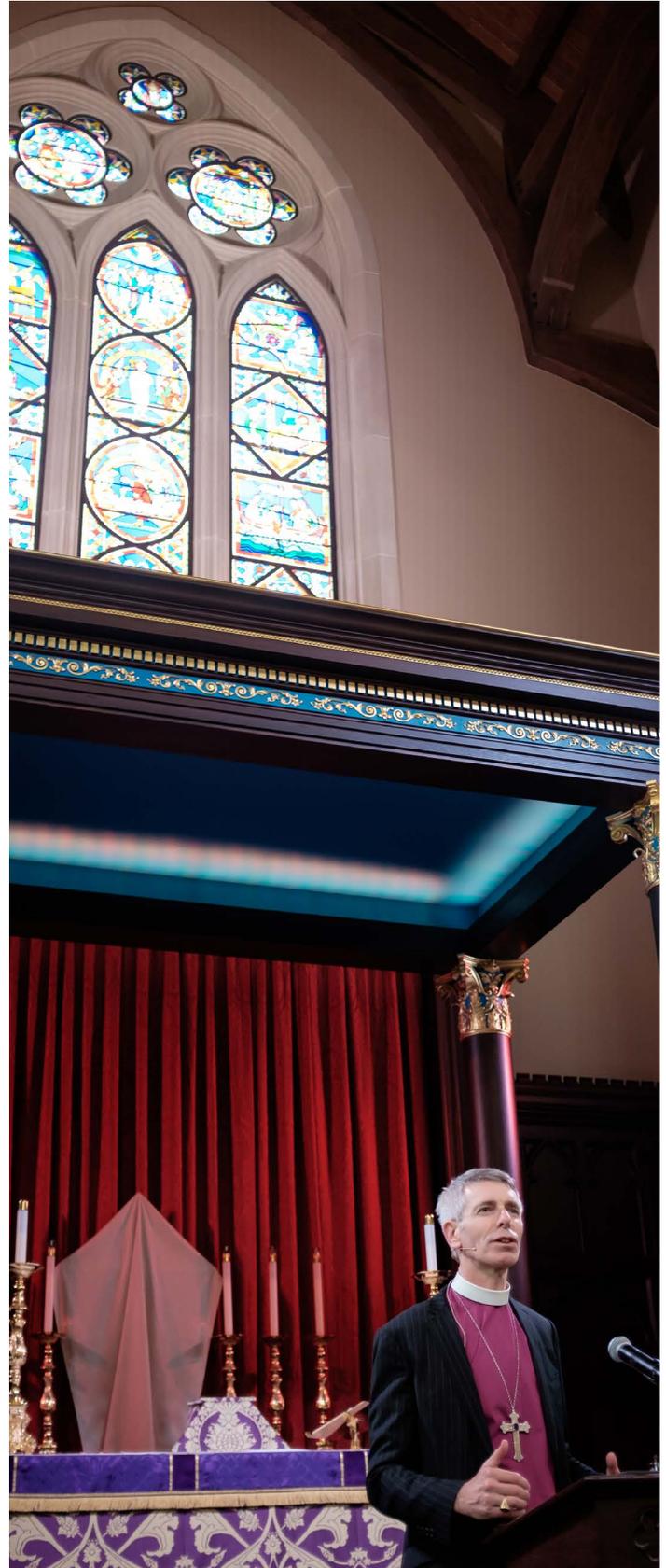
In 2017, Church of the Incarnation made the transition from expansion into full speed ahead operations for the new campus. This also meant that our budget needed to expand to cover our additional expenses. Thanks to those who

answered Bishop Burton's call and the great generosity of our parish, as well as the strong cost control efforts by our clergy and staff, we finished the year with net income of \$3,846. Total revenues for 2017 were \$5,529,000 before transfers to reserves totaling \$100,000 and our expenses totaled \$5,425,000, more than \$330,000 less than we planned.

In last year's letter, I reported that we had to draw on our reserves in order to balance our 2016 results, and that we expected to draw on reserves again in 2017. I am happy to report that not only was there NO draw from these reserves in 2017, but we were actually in a position to add funds back to both our building and operating reserves. Once again thanks to your giving generosity.

There were additional blessings of special gifts that allowed us to pay down a portion of the debt that we assumed during construction. This left our balance sheet well positioned for the New Year. We would love to pay off the balance of our debt in the coming year and look forward to final payments on both Capital and Capstone campaign pledges.

We start 2018 on a strong financial footing. Pledges for the year stand at record levels for both pledging family units and pledged totals. The church is thankful for your financial support in 2017 and we are excited to see the good works your pledges and gifts will provide to our parish in 2018.



east window dedication

church of the incarnation PHOTO RECAP



youth confirmation



student ministry senior celebration



student ministry guatemala mission trip



student ministry: disciple now weekend



mother's day: moms & mimosas



church in the city art exhibit



theology live



july 4th parade



vacation bible school



father's day: dads & donuts



honduras mission trip



community health fair



sundara & waller ordination to the priesthood



lou schaufele FELLOWS REPORT

Start Life Well. This is the goal of the Uptown Fellows program. Our hope is that each fellow will see that their life and work can intersect with God's purpose. We pray that they can look back on their Fellows year as one that led to a concrete direction for their future where God gave them

spiritual tools and practical work placements that harnessed who they would become.

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

In September of 2017, the Uptown Fellows welcomed eight members to the class of 2017-2018:

EDDIE ADESODUN • DALLAS, TEXAS

College: Sterling College
Employer: Church of The Incarnation-Graphic Design

LEXI ALLMAN • EDMOND, OKLAHOMA

College: Indiana University
Employer: Dallas Children's Advocacy Center

MEGAN BAAK • LANDISVILLE, PENNSYLVANIA

College: Grove City College
Employer: Genesis Women's Shelter

LAUREN HANNA • MILFORD, MASSACHUSETTS

College: Brown University
Employer: Smith Hargrave Law

JEANNE OORD • COALHURST, ALBERTA, CANADA

College: Covenant College
Employer: Marcia Oliveira MD

KRISTA POWELL • LAWNSDALE, NORTH CAROLINA

College: UNC Chapel Hill
Employer: Texas Orthopaedic

ALLISON REIMSCHUSSEL • ARLINGTON, TEXAS

College: Texas A&M
Employer: AMS Pictures

SKYLAR RICARD • GREENSBORO, NORTH CAROLINA

College: Wingate University
Employer: Benchmark Bank

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.



2017-2018 uptown fellows class

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

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

Please join with us in prayer as we continue to recruit for the 2018-2019 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. Beecherl, Jr. and Leo F. Corrigan, Jr. through a generous program endowment funded by Mr. and Mrs. Peter O'Donnell, Jr. and managed by The Incarnation Foundation.

UPTOWNFELLOWS.ORG

2017 STATISTICAL REPORT

Baptized & Confirmed Members as of January 1, 2017: 4,457

Added:	Transferred In	59
	Added on Recognition	82
	Acclamation	5
	Baptized	72
	Received	1
	Confirmed (new members)	13
	Total Added	232
Subtracted:	Transferred out	58
	Deaths	28
	To Inactive	13
	Total Subtracted	99

Baptized & Confirmed Members As of December 31, 2017: 4,590

Baptisms:	Youth (to age 16)	73
	Adults	3
	Total Baptisms	76
Confirmations:	Youth	28
	Adults	23
Received:	Adults	2
	Total Confirmed/Received	53
Deaths:		28
Marriages:		9
Eucharists:	Sundays	357
	Weekdays	308
Daily Offices (Morning & Evening Prayer):		612
Parochial Visits by clergy and Community of Hope:		616

Sunday School Enrollment:

Nursery Teachers	22
Nursery Children	51

Children's Christian Education:

Spring Teachers	24
Spring: Students Pre-K – 5th Grade	102
Fall Teachers	24
Fall Students Pre-K – 5th Grade	104

Student Ministry:

Confirmation Teachers / Leaders	6
Middle School Teachers / Leaders	6
High School Teachers / Leaders	7
Confirmation Students	21
Middle School Students	45
High School Students	40

Adult Christian Education:

Teachers (Sunday)	12
Teachers (Weekday)	10
Enrolled (Sunday)	706
Enrolled (Weekday)	168

Incarnation Academy:

Teachers (full time)	37
Teachers (part time)	16
Students	270

BALANCE SHEET

(combined general fund and non-budget fund)

AS OF DECEMBER 31, 2017

ASSETS

	2017	2016
Unrestricted Cash and Savings	\$ 853,413	\$ 722,203
Restricted/Designated Cash and Savings	4,469,776	4,015,281
Designated Bookstore/Library Assets	99,452	87,714
Fixed Assets, net of Accumulated Depreciation	37,088,380	34,526,645
Other Assets	18,364	19,292
	<u>\$ 42,529,385</u>	<u>\$ 39,371,135</u>

LIABILITIES AND FUND BALANCE

Liabilities

Accounts Payable	\$ 156,478	\$ 174,412
Revolving Line of Credit	3,388,703	5,000,000
Prepaid Incarnation Academy Tuition	50,905	16,360
Prepaid Pledges	576,753	396,883
Future Pension Obligation	676,293	659,811
Total Liabilities	<u>4,849,132</u>	<u>6,247,466</u>

Fund Balance

General Fund	36,510,010	34,048,257
Restricted/Designated (Non-Budget)	1,170,243	(924,588)
Total Fund Balance	<u>37,680,253</u>	<u>33,123,669</u>
	<u>\$ 42,529,385</u>	<u>\$ 39,371,135</u>



rally day 2017

STATEMENT OF REVENUE & EXPENSES

general operating fund

FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2017

	ACTUAL	BUDGET	VARIANCE
REVENUES			
Pledges - Current Year	\$ 4,200,385	\$ 4,400,000	\$ (199,615)
Pledges - Prior Year	119,495	25,000	94,495
Plate Cash	88,512	75,000	13,512
Non-Pledge Donations	935,270	825,000	110,270
Easter Offering	64,385	50,000	14,385
Christmas Offering	61,414	50,000	11,414
Miscellaneous Offerings	7,882	4,000	3,882
Interest Earned	3,091	3,000	91
Other Income	5,206	3,500	1,706
Incarnation Academy Rental Income	36,000	36,000	-
Wedding Fees, net of expenses	7,607	9,000	(1,393)
TOTAL REVENUES	5,529,247	5,480,500	48,747
EXPENSES			
Administration			
Salary and Benefits	1,702,611	1,814,371	111,760
General Administration	182,419	164,650	(17,769)
Interest Expense	105,186	125,500	20,314
Clergy Professional Expense	28,030	27,500	(530)
Utilities	231,986	238,000	6,014
Insurance	130,438	133,250	2,812
Diocesan Assessment	625,909	625,909	-
Property and Grounds	584,074	613,780	29,706
Communications	364,419	399,305	34,886
Professional Fees	35,945	35,000	(945)
New Church Equipment	58,319	19,500	(38,819)
4061 Central	34,038	31,924	(2,114)
Total Administration	4,083,374	4,228,689	145,315
Programs and Ministries			
Christian Formation	299,378	335,938	36,560
Student Ministry	227,610	224,078	(3,532)
Pastoral Ministry	73,937	77,255	3,318
Music Ministry	494,187	509,384	15,197
Nursery	44,175	50,019	5,844
Outreach	266,932	271,600	4,668
General Ministry Expenses	121,869	136,097	14,228
Fellows Program Support	37,746	38,000	254
Discretionary Support	6,844	11,000	4,156
Total Programs and Ministries	1,572,678	1,653,371	80,693
Incarnation Academy, net (revenues)	(230,651)	(126,305)	104,346
TOTAL EXPENSES	5,425,401	5,755,755	330,354
Transfer (to) from Operating Reserves Fund	(50,000)	290,000	(340,000)
Transfer (to) Building & Grounds Reserves Fund	(50,000)	-	(50,000)
NET INCOME	\$ 3,846	\$ 14,745	\$ (10,899)

church of the incarnation PHOTO RECAP



blessing of the animals



what good is authority? lecture



hurricane harvey disaster relief



incarnation academy halloween parade



children & family outdoor movie night



children & family ministry campout



young adults flannels & ciders



adult confirmation



all souls' service



advent family night



mental health awareness night



st. nicholas sunday

february 12, 2017 ANNUAL MEETING MINUTES

MEETING INTRODUCTION

The 121st Annual Parish Meeting was hosted in Ascension Chapel. Fr. Thomas Kincaid opened the meeting in prayer and Bishop Tony Burton called the meeting to order. A motion was moved and seconded to approve the 2016 minutes.

RECOGNITION OF VESTRY MEMBERS

Members moving off of the Vestry were given thanks and recognition: Dow Crocker, Treasurer; Jim Graves, Assistant Treasurer; Joe Chumlea, Chancellor; Wendy Skorburg, Clerk; Jim Grau, Junior Warden; David Parsons, Senior Warden. Bishop Burton appointed Jim Grau as Senior Warden for the 2017-2018 year.

VESTRY NOMINATIONS & CONVENTION DELEGATES

Discussion was had 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.

Delegation for the Diocesan Convention had Bill Murchison as a write in. There were no floor nominations. Everyone was to vote for 8 of the nominated Delegates. The ballots were collected as members left Ascension Chapel.

RECTOR'S REPORT

Fr. Thomas Kincaid invited (then) Deacon Ryan Waller to introduce four people to share their experiences with getting invited to attend Church of the Incarnation and how it has affected their faith. Four women who have joined the parish in the last 12 months were specifically invited as examples of the impact our invitations can have.

MELISSA

Melissa visited because of a friend's invitation and began getting involved, and going through On the Canterbury Trail, the church's adult confirmation class.

TAYLOR

Taylor was invited to Incarnation by a friend. She enjoyed the Uptown Contemporary service because of its unique blend. She received support and started a Growth Group to meet a particular need. She felt a call to jump right in, with no pressure to be involved, but encouraged.

REBECCA

Rebecca had a long history with the Episcopal church. She attended On the Canterbury Trail and was drawn to the reverence of the traditional service. She enjoyed learning about the history of the church and of our faith. She really appreciated a place with a sense of community.

CHLOE

When Chloe was looking for a church, she wanted one with an Anglican faith and heritage. She felt that connection when she visited Incarnation. Since then, she has gotten involved and has had her son baptized here.

Fr. Thomas Kincaid discussed an upcoming sermon series about inviting people into our church. He discussed why we invite people to church and the four ways Church of the Incarnation was going to help this year:

- social media content to share
- car decals
- yard signs
- invitation "business cards"



you're invited yard signs

The hope was for us to understand our position of influence as members of a church, that we can have a great impact because we are the light of the world, and all of us are called to be part of growing the Church.

CLOSING

Fr. Kincaid closed the meeting in prayer.

church of the incarnation PHOTO RECAP



traditional christmas eve service



a festival of nine lessons & carols



who is coming? lecture



academy christmas pageant



children & family ministry christmas pageant



uptown contemporary christmas eve service



CHURCH *of the* INCARNATION

sunday services with holy communion

7:30 AM TRADITIONAL (WITHOUT MUSIC)

9 AM TRADITIONAL
UPTOWN CONTEMPORARY

11:15 AM FULL CHORAL SERVICE
UPTOWN CONTEMPORARY

5 PM CHORAL EVENSONG
UPTOWN CONTEMPORARY

weekday services

8 AM MORNING PRAYER & HOLY COMMUNION

4:40 PM EVENING PRAYER

WED NOON HOLY COMMUNION WITH ANOINTING