

ANNUAL CELEBRATION 2023



Isaiah 25: "On this mountain, I will destroy the shroud of death"

JoEtta Deaton | 2023 | Oil on canvas | 30"x40"

Commissioned by the Zimmermans



THE CHURCH OF THE
INCARNATION

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2023 ANNUAL CELEBRATION

November 12, 2023

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Childcare for the Celebration will be provided on site for children 12 and under.

PREPARE

Our Annual Celebration is a church-wide feast when we thank God for His faithfulness to us in the past, anticipate His kind provision for us in the future, and prayerfully commit ourselves to service for the upcoming year

Food: We'll enjoy a potluck dinner and our annual chili competition. Last names A–M, please bring a main dish and a side. Last names N–Z, please bring a main dish and a dessert. If you bring chili, that counts as your main dish.

Service Commitment: Read through the service opportunities and prayerfully determine how you will commit to serve in 2024.

Financial Commitment: Prayerfully determine what you will give financially to support the ministry at Incarnation, the relief of the poor, and the spread of the Gospel both locally and abroad.

Membership: Complete the membership process or renewal of membership. Renewal will take place in small groups.

Vote: Church members over the age of 21 should be prepared to vote on the budget and parish council nominees.

2024 SERVICE OPPORTUNITIES



Evening Clouds

Leslie Banta | 2023 | Oil | 36" x 36"

SUNDAY MORNING WORSHIP

Corporate worship is the central act in the life of God's people. While we're all active during worship, there are multiple teams that work together to make our services possible. Appropriate training and guidance is provided for each position.

MUSIC AND A/V

Music Team

Teams of musicians and vocalists lead our congregation in song. Instrumentalists must be proficient on their instrument and possess skills such as reading music and basic transposition skills. Vocalists must have accurate pitch, be able to harmonize, and confidently lead vocally. The music team rehearses mid-week in preparation for Sunday's services. Team members serve 1–2 times a month. An audition is required prior to being assigned to this team.

Choir

The choir sings for occasional worship services and special services throughout the year. Rehearsals are held as needed leading up to each performance.

Audio Team

The audio team ensures quality sound for all aspects of the Sunday worship service. Responsibilities include ensuring balanced sound during service, recording the sermon, and occasional audio assistance for additional events. Individualized training is offered for all new team members. Team members serve 1–2 times a month.

Video Team

The video team runs our cameras for those worshiping online, in the lobby. Team members serve 1–2 times a month.

WORSHIP PREPARATION

Table Guild

Table Guild Members arrive early on Sunday morning to prepare the communion table for Eucharist and also reset the table between services. The team has additional duties during special events on the church calendar. Members serve 1–2 Sundays a month and arrive 40 minutes before service.

Eucharist Bread Bakers

Using a standard recipe, this group bakes the loaves of bread used in communion each week. Team members typically bake 1–2 loaves of bread a month. Bread bakers arrive 15 minutes before service.

Flowers and Wreath

Those who sign up for this role organize, arrange, and care for the flowers and wreaths that are displayed during Christmas, Easter, and Advent.

ASSISTING WITH WORSHIP

Vergers

The Vergers assist the clergy in the conduct of public worship and acts as a Sunday morning coordinator, ensuring that all liturgical volunteers are well prepared for their roles, present, and equipped. The vergers arrive 20 minutes before service.

Lay Eucharistic Ministers (LEM)

Men and women 18 and over assist the priests in serving the bread and cup during communion. Team members typically serve 1–2 times a month.. They arrive 15 minutes before the service.

Scripture Reading Team

Men and women 16 and older can sign up to read the Psalm, the Old and New Testament lessons, and lead the Creed and Prayers of the People. Readers typically serve 1–2 times a month. They arrive 15 minutes before the service.

Welcome Team

The team welcomes visitors to our space and helps the first impression of our church be a hospitable one. They greet new and regular attenders, help newcomers navigate our building, help latecomers find seats, and collect the offering. Teams arrive 15 minutes early and serve about once a month.

Prayer Team

Members minister to those in the congregation by praying with them in the prayer room during communion. Team members generally work in pairs and serve two times a month. The leader of the prayer team provides training to new members.

Security Team

Team members serve about one Sunday a month at one service. They remain in the foyer before, during, and briefly after the end of service to provide surveillance.

CHRISTIAN FORMATION

Regardless of our age, we are all growing and maturing in our faith and understanding of Scripture. Incarnation is committed to the continual spiritual growth of every person in our congregation.



God's Not a Beast, He's a Hen

Rose Anderson | 2023 | watercolor on paper | 3"x 5"

CHILDREN'S MINISTRY

Nursery Volunteer

This team provides care for infants to steady walkers. Volunteers serve about once a month.

Toddler Volunteer

This team provides care for steady walkers to 3-year-olds. Volunteers serve about once a month.

Preschool Teachers and Helpers (Catechesis of the Good Shepherd)

Teachers present short stories and parables from Scripture, as well as liturgical practices in age-appropriate ways. Teachers receive thorough training in *Catechesis of the Good Shepherd*, a Montessori-inspired approach to inviting children to know and encounter God. Helpers, who also receive training, assist the teacher and are an important part of guiding children through the liturgical practices. Teachers and helpers serve about once a month.

1st—2nd Elementary Teachers and Helpers

1st-2nd Elementary teachers receive training to present stories and parables from Scripture to children in developmentally appropriate ways that facilitate listening to and encountering God. The helper, who also receives training, works with the teacher to welcome children into the classroom and helps the teacher as needed. Teachers and helpers serve about once a month.

3rd—5th Elementary Teachers and Helpers

3rd-5th Elementary teachers receive a curriculum packet and a verbal training with the Children's Director to be able to teach the required catechism and facilitate discussion time and small activity. This catechism is centered around teaching the core doctrines of Christian faith. The helper, who receives

a brief verbal training with the Children's Director, assists the teacher with activities, discussion, and also welcomes and dismisses the children to and from the sanctuary. Teachers and helpers serve about once a month, either for one or both services.

Special Needs Assistant

These volunteers work with parents and caretakers to give one- on-one support to a child with special needs during the worship service.

MIDDLE AND HIGH SCHOOL MINISTRY

The Youth Ministry has several programming components:

- Sunday night large group gatherings (4:00p.m. – 6:00p.m.)
- Triads: gatherings of 2–3 students with an adult leader
- Seasonal retreats and camps
- Serving in the church and community, including fundraising events

Youth Leaders

- Maintaining a faithful presence at large group on Sunday nights
- Committing to regular prayer for students
- Pursuing intentional relationships with students in their assigned age group
- Active participation in leader meetings

Sunday Evening Snack Rotation

This role helps provide snacks for our Sunday evening Youth gatherings. Members serve on a monthly basis.

Youth Ministry Mentors

Mentors play a crucial role in two aspects of the Youth Ministry: during our Confirmation program (mentoring students one-to-one) and in Triads (mentoring groups of 2–3 students). If you are interested in mentoring middle or high school students, please note your interest and we will be in touch.

THE ESSENTIALS COURSE

The Essentials team comes alongside our pastoral staff auto host this five-week course. Not only is the course a requirement for membership, it's also a way to warmly welcome newcomers.

Essentials Cooks

These team members take turns preparing their best meals for the Essential group (usually 30–35 adults plus children). Cook prepares a meal two times a year in their home and delivers it to the church building. The church reimburses for the cost of food.

Cleanup Team

These team members come to the church building at the end of the meal and spend about 30 minutes clearing the table and cleaning the dishes. They serve several times a year.

WOMEN'S MINISTRY

This group helps lead and facilitate women's ministry at Incarnation, from leading women's bible studies to hosting and leading a mom's group, women's retreats, and other ministries related to caring and disciplining the women at Incarnation. If you want to serve in this ministry, note your interest, and we'll be in touch.



Cicada on Concrete

Brooke Chao | 2023 | watercolor and paint pen | 7.75" x 7.75"

HOSPITALITY

Bagel Delivery

This team picks up the church's regular bagel order and delivers it to the church building 30 minutes before the start of service. Volunteers pick up for one month out of the year.

Coffee Brew Crew

This team brews the coffee we serve after worship. Volunteers serve once a month and arrive 40 minutes before the first service.

Coffee and Bagel Team

This team sets up the coffee and bagel tables during the announcements and takes care of teardown and cleanup. Volunteers serve one Sunday a month at one service.

Sunday Lunch Team

Helps coordinate, pick up, and organize lunches on Sunday. Volunteers will work directly with a staff member for coordination and numbers. This is a 1/ month commitment (or as needed). If you have a vehicle for pick up and a willingness to help organize food for a crowd, this is for you!

Special Events Team

Team members work with church staff to plan and execute special events in the church, such as the Annual Celebration, Pentecost Party, and other receptions and picnics throughout the year.

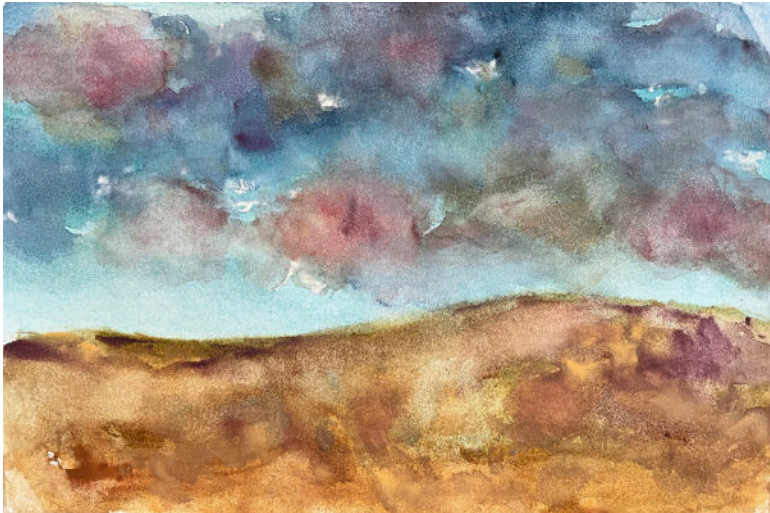
SMALL GROUPS

Small Group Leaders

Small group leaders are in a role of leadership, so the volunteer process is different than other service opportunities. If you're interested in leading a small group, you can note your interest and we'll be in touch.

Small Group Hosts

These hosts open their homes to a weekly small group meeting. We currently have about 12 small groups. If you intend to continue serving as a host for 2023, please note in the appropriate box. If you're interested in offering your home, you can note your interest and we'll be in touch.



Untitled

Candace Showalter | 2023 | watercolor on paper

HELPING IN OTHER WAYS

Computer Support

If you're a competent, technical problem solver, we'd like to have you on a call list for times we run into problems with our hardware or software. Of special interest would be those with knowledge of Macs and Adobe Indesign.

Host Home

From time to time, we host speakers and visitors from out of town who require lodging overnight. This is an opportunity for those who have a guest room and are eager to welcome others to Harrisonburg.

Landscape Team

This team maintains the beauty of the property around our church building. This includes mowing, planting/watering flowers, maintaining mulch, weeding, etc. This group may also assist in following city requirements for snow removal on walkways in the winter (shoveling and salting). Materials are covered by the church budget.

Maintenance Team

This team helps care for the building and various maintenance tasks as needs arise. General handyman/DIY skills are useful for members of this team.

Office Help

If you like routine office work, we'd like to have you on a call list for when we need assistance in the

office. These tasks may include preparing materials for Sunday mornings, preparing mailings, or record keeping.

Photographers

We need a team of people with a good eye for photography to record both the ordinary and special events in the life of our church. We use these photos on our website, newsletters, and social media.

OUTREACH

Arts Incarnate Gallery and Events Team

This team includes both artists and non-artists who may assist with installing new exhibits, help with art openings, and/or assist with special events and concerts. Members are asked to serve at approximately 6 events per year.

OTHER MINISTRY TEAMS:

Please notate your interest on the signup form if you'd like to develop or serve in the following ministries:

- Cafe Veritas
- Valley Interfaith Action
- Vocational Guilds (teachers, business, medical professionals, arts, etc.)
- College Ministry



Landscape with Barn, Evening

Leslie Banta | 2023 | oil on canvas | 36" x 48"

ONLINE SERVICE COMMITMENT FORM

For your convenience, scan this QR code with your phone camera to be directly to our online service commitment form, which also help us keep our information and directory up to date.



PARISH COUNCIL

The Parish Council oversees the financial affairs of the church and meets regularly with the Rector for support, accountability, and counsel regarding all aspects of the church's ministry. PC lay members serve 3-year terms, renewable once. They are women and men whose character, maturity, wisdom, and contributions to the life of the church qualify them to serve in this leadership role. Lay members are elected during our Annual Celebration in November. The rectors and curate are also members of the Parish Council.

CURRENT PARISH COUNCIL MEMBERS

Aubrey Spears, Rector
Bob Brown, Rector's Warden
Nell-Marie Colman, People's Warden
Alvin Chao, Treasurer
Ed Good, Molly Hollingsworth,
Stephanie Layman, Chris Rooker,
Ben Taylor and Donna Trainum

WHAT IS A PEOPLE'S WARDEN?

The people's warden represents the congregation's concerns and needs. The PW is the primary representative of the congregation, and if you have questions or concerns, the PW is your direct representative on the parish council. The warden meets at least once a month with the rector and the rector's warden.



Current People's Warden: Nell-Marie Colman

540-818-5287

peopleswarden@theincarnation.org

WHAT IS A RECTOR'S WARDEN?

The rector's warden leads the Parish Council in the absence of the Rector and together with the people's warden presides over the church if we lose the Rector. The warden meets weekly with the Rector for counsel and encouragement.



Current Rector's Warden: Bob Brown

540-246-5757

kzltownbrown@gmail.com

PARISH COUNCIL NOMINEES



Nick Kozel

Nick has lived in Harrisonburg since 1991. He is a CPA and currently provides financial accounting services to several local businesses. He and Deanna have been married 25 years and have three children, Deacon, Jude, and Hadassah. They have been attending Incarnation since the fall of 2017. Nick has served on and directed the security team as well as serving as a Lay Eucharist Minister. Nick and Deanna enjoy hosting the Monte Vista small group.

Nell-Marie Colman

Nell-Marie has lived in Harrisonburg since 1994 — falling in love with Harrisonburg as a JMU student and deciding to make it her home. She is the Director of Content for a global technology company. Nell-Marie and Gil have two children, Daniel and Anna, and they have been a part of the Incarnation community since early 2012. During that time, she's served as a small group leader and prayer team member. She and her family belong to the Summit Avenue small group.





Alvin Chao

Alvin Chao came to the valley over 25 years ago to study for his Master's of Business Administration from JMU. He has worked at JMU in the IT department managing web content for the JMU website for most of his time in the valley. He and his wife Brooke have two children, Dylan and Jade and have been at Incarnation since 2021. He has led the Preston Heights/Old Town small group and has served on the parish council as Treasurer since Fall 2022.



O! Scratch

Brooke Chao | 2023 | watercolor and paint pen | 12" x 18"

2024 PROPOSED BUDGET

Income	
Tithes and Offerings	\$817,411.11
Arts Incarnate	\$2,000.00
Rental Income	\$5,000.00
Made to Flourish	\$98,000.00
Total Income	\$922,411.11
Expenses	
People	
Church Staff	\$480,037.00
Curacy Program	\$75,575.00
Operations	
Administrative	\$42,550.00
Building Mortgage*	\$97,956.00
Maintenance & Grounds	\$61,540.00
Partners	
Diocese of Christ our Hope	
Global and Local**	\$23,562.00
Programs	
Christian Education	\$36,350.00
Sunday Worship	\$23,100.00

Stewardship	
Funding Church Reserves	\$0.00
Total Expenses	\$922,411.11

*Final mortgage amount pending closing on the mortgage

**Some of our current global and local partners are Bishop Andudu, Kush, Pax Dei for Nuba, InterVarsity, and Erich Rose (a missionary from our diocese).

Church of the Incarnation seeks the glory of God and the good of the city through the **Gospel of Jesus Christ**.

Artwork shown in this book is by members and friends of Incarnation, including:

JoEtta Deaton (joettadeaton.com)

Leslie Banta (lesliebanta.com)

Rose Anderson (Instagram [@roseadelearts](https://www.instagram.com/roseadelearts))

Candace Showalter (Instagram [@candaceart_](https://www.instagram.com/candaceart_))

Brooke Chao (brookechao.com)



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