

# *Parish* PROFILE

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THE CHURCH OF THE  
**INCARNATION**

A gospel-centered Anglican church serving in  
downtown Harrisonburg, VA

*“Nothing matters but  
the Kingdom of God.  
But because of the  
Kingdom everything  
matters.”*

*- Gordon Spykman, Theologian*





# WELCOME

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Greetings from the Church of the Incarnation! We are a healthy, vibrant church with congregants from a wide range of backgrounds. Every Sunday, you'll find us gathering together around the magnetic center of Jesus Christ—worshipping at His feet, learning from His Word, eating from His Table, and renewing our mission in His world.

Mid-week, we gather together in geographically based small groups, where we practice living life alongside those nearest to us. We share food and fellowship, read scripture, pray together, and find ways to care for and support each other and our neighbors.

Our teachings have been deeply influenced by N.T. Wright, Lesslie Newbigin, Abraham Kuyper, and Tim Keller. As such, we seek to integrate our faith with practical, winsome cultural engagement. We do this through our vocations, but also in creative corporate ways, such as making our foyer and sanctuary available as a public art gallery and taking steps to transform our paved parking area into a beautiful park for downtown Harrisonburg.

And now, as we enter into a new season of our church, we're looking for a Senior Rector who can shepherd us as we continue to seek the glory of God and the good of the city through the gospel of Jesus Christ.





# RECTOR PROFILE

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The Church of the Incarnation is a gospel-centered Anglican (ACNA) congregation that's been serving in downtown Harrisonburg, Virginia since 2010—and we are looking for a new, full-time Senior Rector.

He must embody the leadership qualifications laid out in Scripture. This alone is a tall order! But to be a good fit for our congregation, he should also reflect the following characteristics.

## DESIRED QUALIFICATIONS

- 5+ years of experience leading a congregation
- Professional graduate theological education
- Ordination as a Presbyterian in the Anglican Church of North America (ACNA)
- Commitment to Anglican forms of worship, church governance, catechesis, and mission
- Consent to the doctrinal confessions of GAFCON, ACNA, and the Diocese of Christ Our Hope

## PROFESSIONAL AND PERSONAL STRENGTHS

- **Preaching and Teaching of Christian Orthodoxy**  
Winsomely communicating the gospel to both secular and believing audiences. Training up the church in orthodox Christianity and helping believers understand how it supports the health, life, and mission of the Church. A real love for God's church, His Word, and our neighbors, and the ability to cultivate these loves in others.
- **Combining Vision with Strategic Institutional Leadership**  
A clear vision for where the church—both universal and local—needs to be heading in the coming years, given the developing values and mindset of the world outside the church. Ability to then develop and deploy the leaders (e.g., Staff, Clergy, Curates, Deacons, Lay Leaders) and programs needed to carry out the vision. Must be able to think institutionally—providing overall organizational leadership and creating systems that are scalable and resilient—to collaborate with local pastors, our church plants, and Rectors across our Deanery and region.
- **Modeling Healthy Interpersonal and Relational Skills**  
Demonstrating compassion, transparency, and humility, with self-awareness and healthy confidence. Willingness to meet people where they are, listen, and encourage dialogue. Comfort engaging with a demographically diverse congregation—across ages, beliefs, economic situations, vocations, and political philosophies.
- **Delivering Pastoral Care and Counsel**  
Demonstrating authentic care for those in the congregation and providing wise counsel, while also equipping Clergy, Deacons, and Lay Leaders to do the same, so that everyone who needs care can receive it.
- **Practicing Cultural Awareness and Sensitivity**  
Engaging with the secular culture and leading our church to navigate wisely the issues and challenges of our time. Collaborating and building relationships with institutions and churches alike, across the theological and political spectrum.

To apply, please [visit our career portal](#) and submit a cover letter, your resume/CV, and links to three sermons by November 1, 2024. The details you provide will be kept strictly confidential and will be shared only among those directly involved in the selection process. We will not contact references or past employers without your consent.



# OUR MISSION

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We seek the glory of God and the good of the city  
through the gospel of Jesus Christ.

# OUR VALUES

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## GOSPEL

We gather around the magnetic center of Jesus Christ. Through his life, death, and resurrection, God's Kingdom has arrived on earth to renew all things—our relationship with God, ourselves, others, and the world.



## PERSONAL TRANSFORMATION

We help people respond in faith to the reality that the Kingdom of God has arrived in Jesus and learn the practices of spiritual formation: renewing minds, reordering priorities, reshaping habits, and redirecting work.



## COMMUNITY FORMATION

We live as a community of friends extending personal care to one another across generational, ethnic, and cultural lines—extending personal care to one another.





## PUBLIC FAITH

In being honest and transparent about our faith, we endeavor to be relationally winsome, accessible, respectful, humble, and loving, even when it requires courage for us to announce the gospel.



## CITY VISION

With all of the resources of our faith and life, we work sacrificially with others to build a great, flourishing city for all people



## MERCY & JUSTICE

We seek to protect the weak and vulnerable, to take up their injustice and show compassion while also seeking remedies for structural evil and institutional injustice.



## CULTURAL RENEWAL

We equip people in their various vocations to enter into culture as faithful stewards of the world because we share in God's yearning for all of culture to be redeemed and renewed.



## CHURCH PLANTING

We use the resources that God has given us to start and support new churches, because the local church is the primary agent of God's Kingdom.



## GOSPEL MOVEMENT

We want to be a catalyst for a movement of the gospel across our city and region. We cultivate relationships between gospel-centered churches, institutions, non-profits, and companies united by a common vision and a spirit of cooperation.

# FEATURED MINISTRIES

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## SMALL GROUPS

We believe that where we actually live is exceedingly important. That is why we meet weekly in geographically based small groups, where we eat together, read the Bible, pray, share, serve one another, and reach out to our neighbors. We currently have almost 20 small groups, with over 200 adults actively involved.



## CHILDREN'S MINISTRY

Children are capable of deep relationships with God, and we desire for them to sense His love, enjoy His presence, and experience abundant life with Him. We offer age-appropriate programs for children, including Catechesis of the Good Shepherd and the New City Catechism.



## YOUTH MINISTRY

Our Youth Ministry seeks to help middle and high school students' faith come alive, by fully embracing the Lord Jesus Christ and His Kingdom in the midst of the secular age.



## ESSENTIALS CLASS

We strive for unity around a basic expression of "mere Christianity." Our Essentials class is designed for those pursuing membership, as well as anyone who's interested in understanding the core beliefs and practices of Christian life together.



## KUSH ANGLICAN CHURCH

We partnered with Bishop-in-Exile Andudu Adam Elnail to form Kush Anglican Church in 2015. The congregation meets in our building and includes Arabic speaking refugees from Sudan and other sub-Saharan nations. Our staff provides ongoing support for the church and its leadership.





## PASTORAL RESIDENCY (CURACY)

Since 2010, six Curates have been trained and equipped for ministry through our Pastoral Residency program. As a paid position with full benefits, this program provides a wide range of ministry opportunities suited to each Curate's gifts, abilities, and eventual ministry focus, with several forms of mentorship available.



## DIACONATE MINISTRY

We train up Deacons in areas such as pastoral care, community outreach, liturgical duties, and church administration. The program aims to equip participants with the theological knowledge, spiritual formation, and leadership skills necessary to serve effectively within the church and the broader community.



## \*NEW\* URBAN PUBLIC PARK SPACE

We are working with Harrisonburg Downtown Renaissance to transform our church's parking lot into a beautiful, multi-use green space that enhances the city's aesthetic and fosters community. With lush landscaping, public art, and space for outdoor concerts, playgrounds, and food trucks, this park will serve as a central gathering place for the city. [Watch WHSV news feature.](#)

## MINISTRY PARTNERSHIPS

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## ARTS INCARNATE

Through our Arts Incarnate ministry, we seek and experience beauty, truth, and justice through the arts—because the church needs art (and artists), and artists need the church. We recognize that art does not have to be overtly religious to draw us closer to God. Learn more at [artsincarnate.com](http://artsincarnate.com).



## PAX DEI FOR NUBA

Incarnation partners with Pax Dei for Nuba, a nonprofit supporting the persecuted church in Sudan's Nuba Mountains. This work is done together with Bishop Andudu Adam Elnail, Bishop-in-Exile of Sudan's Diocese of Kadugli. Learn more at [pd4n.org](http://pd4n.org).



## CAFE VERITAS

Café Veritas exists to engage, inspire, question, and enlarge our view of true life together through honest dialogue and thoughtful commentary that is characterized by excellence, humility, and grace. Past topics have included astrophysics, racism, shame, politics, agriculture, and urban planning. Learn more at [thecafeveritas.org](http://thecafeveritas.org).



# OUR HISTORY

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Envisioned in 2009 by several families, the Church of the Incarnation has by God's grace grown from meeting in a living room to worshipping as a medium-sized congregation in our own beautiful, newly renovated building. Now with over 250 members, 19 active small groups, and diverse ministries, we continue to seek the flourishing of God's Kingdom in Harrisonburg and beyond.

**2010**

Called Aubrey Spears to serve as our Rector. Grew to over 40 people meeting in the Spears' living room every Sunday.

**2012**

Grew to over 80 people. Outgrew the Madison Mortgages building and purchased the Auto Parts, Inc. building at 292 N. Liberty Street. Welcomed first Curate.

**2014**

Grew to over 110 members. Welcomed second Curate. Launched our Fellows Program, which trained young adults for living out their faith through their vocations.

**2016**

With Bishop Andudu, helped plant an Arabic-speaking congregation, Kush Anglican Church, which continues to meet in our building. Welcomed third and fourth Curates.

**2018**

Added a second worship service and began preparing to plant a church in Staunton, VA. N.T. Wright, Jemar Tisby, and Curt Thompson speak at our Cafe Veritas events.

**2020**

Planted Restoration Anglican Church in Staunton, VA. Raised \$3,000,000 towards the renovation of the Carter Bank Building. Started Pax Dei for Nuba, a non-profit partnership with the Diocese of Kadugli. Welcomed fifth Curate.

**2022**

Moved into renovated building, which can seat 300+ and provides children's space, church offices, and shared community spaces. Launched Youth Confirmation Program and Catechesis of the Good Shepherd. Hosted Cafe Veritas event with Bruce Herman, Ed Knippers, and Ken Myers.

**2024**

Hosted the Cafe Veritas event, "The Death of Democracy?" with Matthew Kaemingk. Aubrey Spears moved to Houston, Texas to serve at Apostles Houston. Started our search for a new Rector. Michael Goheen accepted our invitation to serve as our guest preacher for the fall.

**2011**

Outgrew the Spears' house and moved worship services into the Madison Mortgages building on East Market Street.

**2013**

Completed most renovations and moved into building. Sent out Curate Luke Kunefke to serve at an Anglican church in Houston, TX.

**2015**

Launched Godly Play Children's Ministry. Completed building renovation, which enlarged our sanctuary and created more space for children. Planted the Church of the Lamb with Curate Kevin Whitfield in Elkton, VA.

**2017**

Grew to over 190 members. Helped plant the Church of the Holy Cross in Crozet, VA.

**2019**

Received a \$300,000 grant to expand our Curacy Program. Outgrew the Liberty Street building and purchased the Carter Bank Building. Sold Liberty Street building to Christ Presbyterian Church.

**2021**

Launched Arts Incarnate and Diaconate Ministry. Hired former Curate, Keith Breault, as our Associate Rector.

**2023**

Hired former Curate, Wilson West, as our first full-time Pastor of Youth and Worship. Launched our public park project. Welcomed our sixth Curate. Hosted a nine-week series, "A Better Story," which explored the topic of sex, gender, and sexuality.

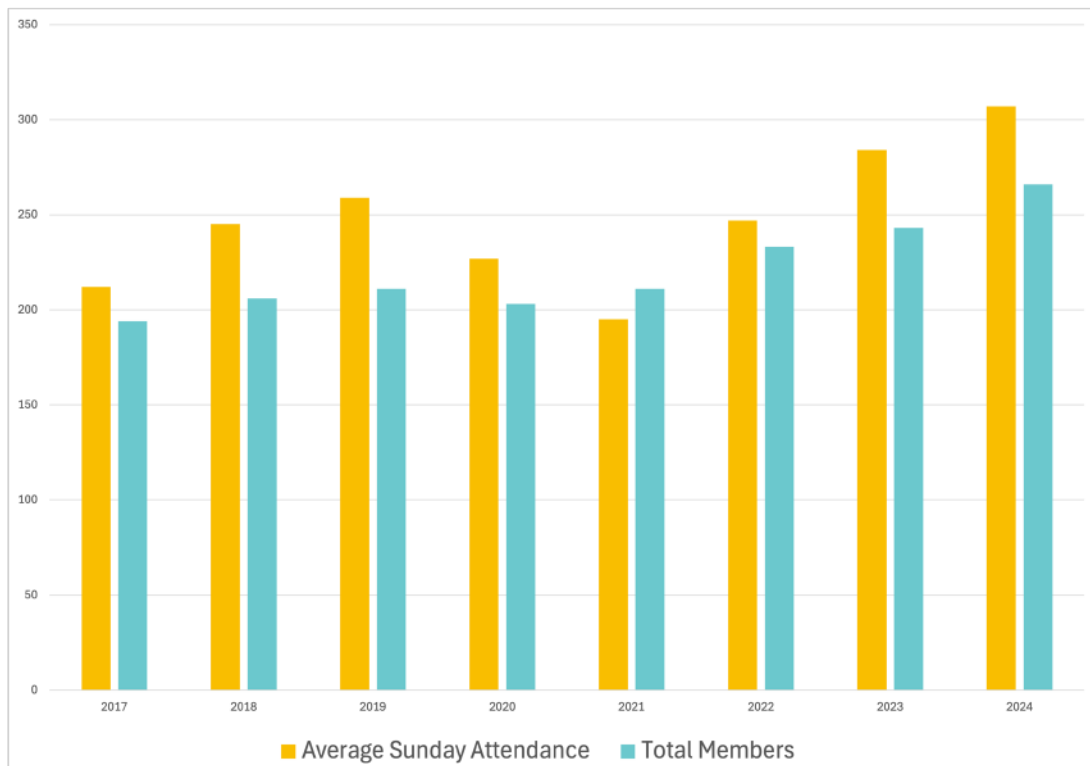


# PARISH STATS

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## CHURCH GROWTH SINCE 2017

We've continued to grow, while supporting several church plants.



\*2020 Average Sunday Attendance is an estimate

## WIDE DIVERSITY OF FAITH TRADITIONS

Most of the people in our congregation are new to Anglicanism, coming to Incarnation from mostly Anabaptist/Mennonite, Non-denominational, and Presbyterian backgrounds.

25%

Anabaptist /  
Mennonite

20%

Non-denominational

19%

Presbyterian

15%

Anglican / Episcopal

The remaining 21% came from Methodist, Catholic, Lutheran, and Pentecostal / Charismatic denominations.

## ENGAGEMENT

In our recent congregational survey, respondents ranked “Sunday Worship” and “Small Groups” as the top two things our church does best, which is reflected in our attendance and engagement.

96%

Attend Sunday  
worship “most of the  
time”

78%

Attend small group  
“most of the time”

## OUTLOOK

The congregation has an overall positive sentiment about the present and future of our church.

96%

Feel “positive” or “very  
positive” about the  
future of Incarnation

93%

Are “likely” or “very  
likely” to recommend  
Incarnation to an  
unbelieving friend or  
neighbor

84%

Believe we are  
“extremely” or “very”  
effective at living out  
our church’s vision

## DEMOGRAPHICS

We have a healthy balance of long-time members and newer members, with most living close to downtown Harrisonburg.

68%

Have been attending  
Incarnation for  
3+ years (32% are  
relatively new to  
Incarnation)

62%

Live inside or on the  
outskirts of the City of  
Harrisonburg

84%

Hold a Bachelor’s  
degree or higher (47%  
hold a Master’s or  
PhD)

20%

Are retired. Of the 80%  
who are working, most  
work in education,  
healthcare, and social  
services/non-profit.

84%

Are married

47%

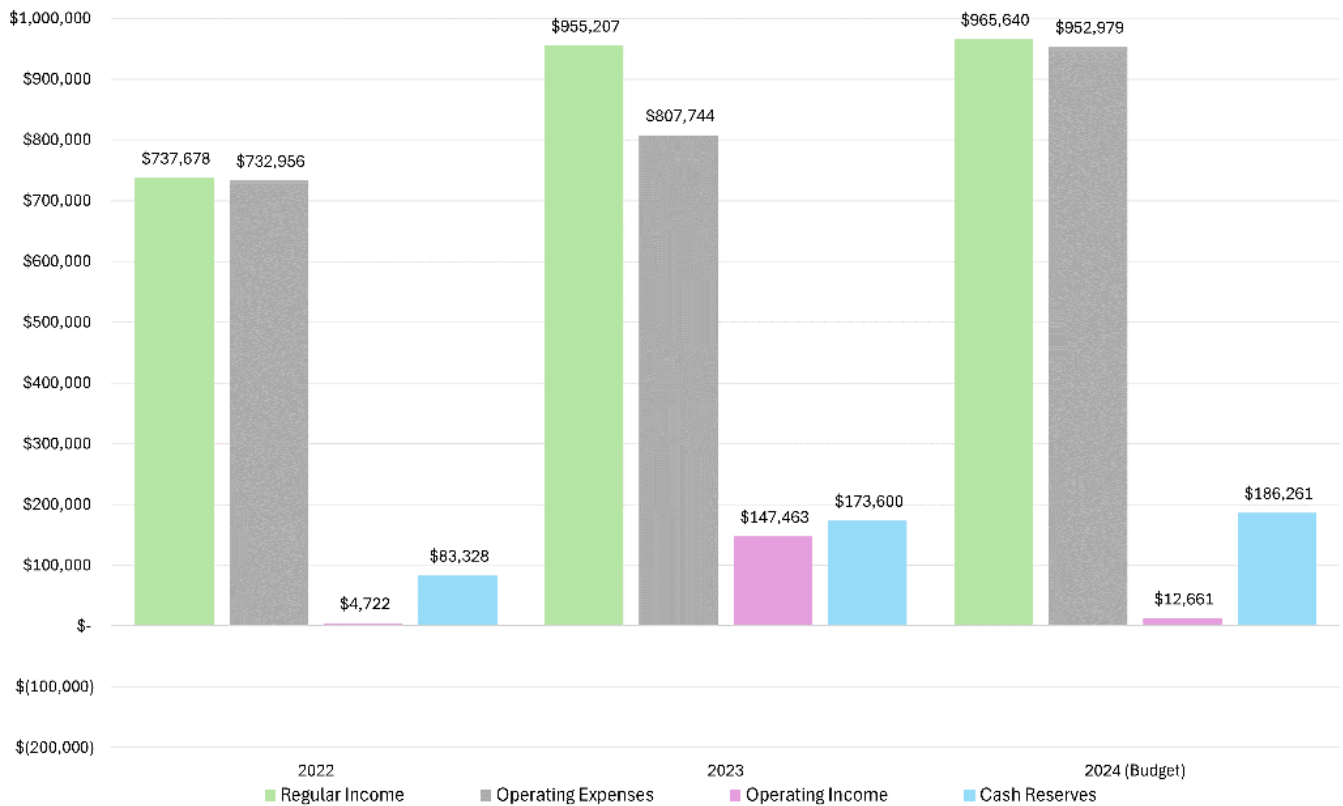
Have at least one child  
living at home

# OUR FINANCES

The Church of the Incarnation has consistently demonstrated financial responsibility and strong stewardship, guided by the oversight of our Parish Council.

Over the past few years, we have experienced significant growth, both in the number of attendees and in the resulting tithes and offerings, which have seen an almost 50% increase since 2020. This remarkable growth is a testament to the faith and dedication of our new and existing members who are actively supporting the mission and work of our church.

Read on to learn more about our generous congregation and our strategic partnerships.







## OUR CHURCH BUILDING

Our congregation donated \$3,550,000 towards the purchase and renovation of our new church building—a reflection of our generosity and broad recognition of how our ministry, grounded in the teaching of the gospel, is reaching and transforming lives within our community.



## OUR RECTOR'S DISCRETIONARY FUND

Demonstrating a deep commitment to the Biblical practice of almsgiving, our parish honors this tradition through our Rector's Discretionary Fund. Each year, approximately \$50,000, given generously by our congregation outside of the regular budget, provides essential support to those in need within our church and the surrounding community. This enables us to extend care and compassion beyond our walls, offering assistance during times of crisis and ensuring that our faith is expressed through tangible acts of kindness.



## OUR PARK PROJECT

Furthering our commitment to community engagement, we have partnered with state and local organizations, securing grants to transform our parking lot into a park that will serve both the church and the broader community. This project highlights our dedication to enhancing communal spaces and fostering stronger connections with our neighbors.



## OUR CURACY PROGRAM

Our Curacy Program, recognized for its excellence in preparing future leaders within the Anglican Church, has received multiple grants, including from Made to Flourish and the Diocese of Christ Our Hope. This support ensures that our vital work in developing clergy will continue to shape the future of our faith community.



# STAFF & LEADERSHIP

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Mike Deaton, Warden-in-Charge

Keith Breault, Associate Rector

Laura Lowe, Executive Director

Wilson West, Pastor for Youth & Worship

Susannah Oda, Children's Ministry Director

Eric Coddington, Pastoral Resident (Curate)

Charity Brubaker, Facilities Director

Martin Rhodes, Pastor-in-Residence

Andudu Adam Elnail, Bishop-in-Exile, Diocese of Kadugli, Sudan



# PARISH COUNCIL

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Mike Deaton, Warden-in-Charge

Nell-Marie Colman, People's Warden

Nick Kozel, Treasurer

Alvin Chao

Molly Hollingsworth

Stephanie Layman

Kenlyn Miller

Chris Rooker





# HARRISONBURG: THE FRIENDLY CITY

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Nestled in the heart of the Shenandoah Valley, Harrisonburg delivers a wonderful, eclectic mix of agriculture, education, arts, outdoors, and culinary delights. The pace of life is just a little slower and simpler. “I can’t believe I get to live here!” is a common refrain, as are comparisons to Mayberry and Tolkien’s Shire.

Our history is deeply agrarian and agriculture is still a strong force in our local economy and culture. At our Saturday morning Farmers’ Market, you’ll find a diverse set of local vendors—from conservative Mennonites to immigrant business owners. Our coffee shops, restaurants, bars, and breweries have all flourished in this environment.

Harrisonburg draws people from all over the world, thanks to our thriving colleges and universities (including James Madison University, Eastern Mennonite University, Bridgewater College, Blue Ridge Community College, Mary Baldwin University, Washington & Lee University, Virginia Military Institute, University of Virginia, and Shenandoah University—all within a one-hour drive), as well as our role as a designated refugee resettlement area. As a result, our community is quite cosmopolitan, with people immigrating here from over 50 countries.

## THERE'S A LOT TO LOVE

**America's Best Mountain  
Bike Towns**  
*National Geographic*

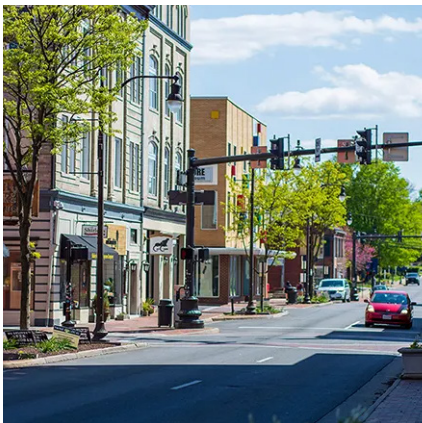
**Top 10 Most Livable College  
Towns in America**  
*Stratigistic*

**Town that Could Star in a  
Hallmark Christmas Movie**  
*Travel Awaits*

**#2 Best Mountain Town  
in Virginia**  
*Travel + Leisure*

**Top 10 Cleanest Air  
in the U.S.**  
*American Lung Association*

**Best City for First-Time  
Home Buyers**  
*Realtor.com*



VIEW THE HARRISONBURG DESTINATION GUIDE





75 N. Mason Street | Harrisonburg, VA 22802 | [theincarnation.org](http://theincarnation.org)