

ANNUAL CELEBRATION 2024



Gloria Patri

Brooke Chao | 2024 | mixed media on canvas | 36" x 24"



THE CHURCH OF THE
INCARNATION

CHURCH OF THE INCARNATION

2024 ANNUAL CELEBRATION

November 17, 2024

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Childcare for the Celebration will be provided on site for children 11 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 2025. *Note the number of volunteers needed for each team.*

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, parish council nominees, and bylaw changes.

2025 SERVICE OPPORTUNITIES



Autumn on Port Road

Joetta Deaton | 2024 | oil on canvas | 18" x 24"

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 are provided for each position.

WORSHIP PREPARATION

Eucharist Bread Bakers (6)

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.

Verger (10)

The Verger assists 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 verger also assists with counting the offering. The verger arrives 20 minutes before service and stays after the service to assist with counting.

Lay Eucharistic Ministers (LEM) (36)

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

Scripture Reading Team (20)

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 (30)

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.

Offering Counter Team (5)

Members count and verify the offering together with the verger to ensure the integrity of the offering. Members arrive shortly after the first service ends and complete their role about 10 minutes after the 2nd service. All members must submit to a background check and serve about once a month.

Security Team (20)

Team members serve about one Sunday a month at one service. Members arrive 10 minutes before the service and remain after the service throughout coffee and bagel time. One member remains in the foyer before and during the service to provide surveillance. After the service, doorkeepers at the Mason and Elizabeth Street entrance provide surveillance at the entrances.

MUSIC AND A/V

Music Team (20-25)

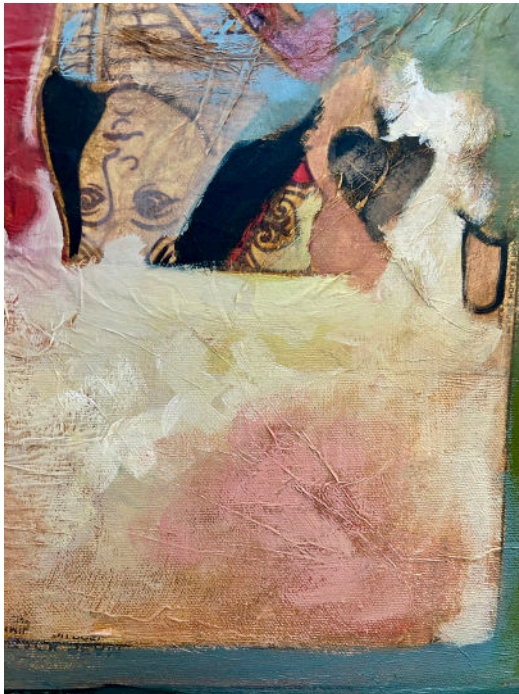
Teams of musicians and vocalists lead our congregation in song. This year, we are particularly looking to add more percussionists and accompanying instruments (guitar, violin, bass, etc.). The music team rehearses mid-week in preparation for Sunday's services. Team members serve 1–2 times a month.

Audio Team (4)

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 (4)

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



Work in Progress (detail)

Leslie Banta | 2024 | Mixed Media on Canvas | 22" x 28"

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.



Lindsay's Littles

Joetta Deaton | 2019 | oil on canvas | 18" x 24"

CHILDREN'S MINISTRY

All children's ministry volunteers are required to complete a background check, turn in a paper application, take an online abuse awareness training, and attend an in-person child safety policy training.

Babysitter Coordinator (2)

This person will schedule and organize babysitters for church special events such as essentials, welcome lunches, church parties, etc. This volunteer position will work closely with the Director of Children's Ministry and can be done remotely.

Hallway Monitor (8)

This person will help families check into children's ministry, welcome new families, and monitor the hallway while children's ministry programming is occurring. They will be the support person if assistance is needed in any of the children's rooms. These volunteers will be trained by the Director of Children's Ministry. Hallway monitors serve once a month for one or both services.

Nursery Volunteer (18)

This team provides care for infants to steady walkers. Volunteers serve about once a month. We also need substitute assistants for these volunteer positions, so we would be happy to take volunteers who would like to help on an on-call basis.

Toddler Volunteer (18)

This team provides care for steady walkers to 3-year-olds. Volunteers serve about once a month. We also need substitute assistants for these volunteer positions, so we would be happy to take volunteers who would like to help on an on-call basis.

Catechesis of the Good Shepherd Level One (3-6 year olds) | Teachers and Assistants (4 catechists, 4 assistants, 2 subs)

Teachers, called catechists, 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. Assistants, trained by the Director of Children's Ministry, help the teacher and are an important part of guiding children through the liturgical practices. Teachers and assistants serve once a month for both services. We also need substitute assistants for these volunteer positions, so we would be happy to take volunteers who would like to help on an on-call basis.

Catechesis of the Good Shepherd Level Two (6-9 year olds) | Teachers and Assistants (4 catechists, 4 assistants, 2 subs)

Teachers, called catechists, 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. Assistants, trained by the Director of Children's Ministry, help the teacher and are an important part of guiding children through the liturgical practices. Teachers and assistants serve once a month for both services. We also need substitute assistants for these volunteer positions, so we would be happy to take volunteers who would like to help on an on-call basis.

New City Catechism (9-12 year olds) | Teachers and Assistants (4 teachers, 4 assistants, 2 subs)

Teachers receive a curriculum packet and a short training session with the Director of Children's Ministry 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 assistant helps the teacher with activities, discussion, and welcomes and dismisses the children to and from the sanctuary. Teachers and assistants serve once a month for both services. We also need substitute assistants for these volunteer positions, so we would be happy to take volunteers who would like to help on an on-call basis.

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-on-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 to 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 (5)

These team members take turns preparing their best meals for the Essentials group (usually 20 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 (5)

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 for and discipling the women of Incarnation. If you want to serve in this ministry, note your interest and we'll be in touch.



Staunton Skyline

Joetta Deaton | 2020 | oil on canvas | 20" x 30"

HOSPITALITY

Bagel Delivery (6)

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 two months out of the year.

Coffee Brew Crew (5)

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 (20)

This team prepares the coffee and bagel tables before the service, moves the tables to the lobby during the announcements, replenishes the refreshments during our fellowship time, and takes care of teardown and cleanup of the tables and kitchen after the service. 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 once per month commitment (or as needed). If you have a vehicle for pickup and a willingness to help organize food for a crowd, this is for you!

SMALL GROUPS

Small Group Leader

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 Host

These hosts open their homes to a weekly small group meeting. We currently have about 19 small groups. If you intend to continue serving as a host for 2025, 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.



Autumn Leaf on Tile

Brooke Chao | 2024 | watercolor | 12.5" x 12.5"

BUILDING AND PARK

Landscape Team (12)

This team maintains the beauty of the property around our church building. This includes mowing, planting/watering flowers, maintaining mulch, weeding, etc.

Snow Removal Team (6)

This team assists in following city requirements for snow removal on walkways in the winter (shoveling and salting). Materials are covered by the church budget. Ideally, volunteers live within walking distance or a short drive.

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.

OUTREACH

Arts Incarnate Gallery and Events Team

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

OTHER NEEDS

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

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

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.



Small Landscape

Leslie Banta | 2024 | oil on panel | 2.5" x 10"

WHAT IS THE PARISH COUNCIL?

The parish council oversees the financial affairs of the church. The rector is the chair of this group. The other members are women and men whose character, maturity, wisdom, and contributions to the life of the church qualify them to serve in this leadership role. The parish council meets approximately twice each month. Parish council lay members serve 3-year terms, renewable once and are elected during our Annual Celebration in November.

CURRENT PARISH COUNCIL MEMBERS

Alvin Chao
Nell-Marie Colman, **People's Warden**
Michael Deaton, **Rector's Warden**
Molly Hollingsworth
Nick Kozel, **Treasurer**
Stephanie Layman,
Kenlyn Miller
Chris Rooker

WHAT IS A PEOPLE'S WARDEN?

The people's warden serves as a liaison between the members of the church and the parish council. This individual is a member of the parish council and is elected into the warden role by the other parish council members. If you have questions or concerns that you'd like to bring to the parish council, the people's warden is your first point of contact. The people's 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 is the senior lay leader in the church. This individual is a member of the parish council and is selected by the rector. In this capacity, the rector's warden meets weekly with the rector. In the absence of the rector, the rector's warden chairs the parish council and works with that group to lead the affairs of the church.



Current Rector's Warden: Mike Deaton
540-246-5757 | rectorswarden@theincarnation.org

PARISH COUNCIL NOMINEES



John Anderson

John Anderson has lived in the Harrisonburg area since 2003 with his wife Mary Beth and children Samuel, Sophia and Nathanael. He has been employed at SRMH since 2003 as an hospitalist. John and Mary Beth have attended Incarnation since 2015. John has served on the security team and filled in as backup in multiple areas including the greeting team and serving the Eucharist. John and Mary Beth are currently members of the Dayton small group.

Michael Deaton

Mike is a retired professor from James Madison University's School of Integrated Sciences. Prior to his 25 years at JMU, he worked at Dupont as a consulting statistician, and then as a manager in research and manufacturing. Mike and JoEtta have been members of Incarnation since late 2011 and are deeply grateful for this community of Christians. Mike is President of Pax Dei for Nuba, a non-profit that works in partnership with the persecuted church in Sudan's Nuba Mountains. He and JoEtta live next to the JMU campus (their second home!). They currently host the Maplehurst small group.





Molly Hollingsworth

Molly first came to Harrisonburg as a JMU student in 2009 and in 2013 first attended Church of the Incarnation. In 2017 she and Teddy moved back to Harrisonburg and became members of Incarnation. Molly is a Campus Minister through InterVarsity Christian Fellowship at JMU. She and Teddy have 2 kids, little Teddy and Harrison. Together they lead the Purcell Park small group.

Emily Bryan

Emily grew up in Lancaster, PA, and then spent nearly a decade in Indiana completing undergrad and grad school, before working in Student Development at Taylor University. In 2015, she and her husband, Isaac, moved to Harrisonburg and began attending COTI. Together, they've hosted and led small groups, while Emily has also worked as the Nursery/Toddler Coordinator and Children's Ministry Director. Currently, she's a Catechist for Catechesis of the Good Shepherd and writes newsletters for Pax Dei for Nuba. Emily and Isaac have five awesome kids, two of whom she homeschools. These days, she finds joy in getting lost in a great book, powering through a high-intensity workout, organizing messy closets or events for the neighborhood kids—and will always make time for a hangout with friends!



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

2025 PROPOSED BUDGET

	Budget	% of Income
Income		
Tithes and Offerings	\$1,001,322	
Rental Income	\$5,000	
Arts Incarnate	\$2,000	
Interest	\$7,500	
Total Income	\$1,015,822	100%

Expenses

Staff

Pastoral Staff	\$390,380	
Support Staff	\$159,260	
Total Staff	\$549,640	54.1%

Administrative	\$53,234	5.2%
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Occupancy

Mortgage	\$97,824	
Other	\$105,600	

Total Occupancy	\$203,424	20.0%
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Ministry

Diocese of Christ our Hope	\$100,132	9.9%
Global and Local	\$50,066	4.9%
Christian Education, Worship, and Outreach	\$100,161	9.9%
Total Ministry	\$250,359	24.6%

Total Operating Expenses	\$1,056,658	104.0%
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Net Operating Surplus (Deficit)	(\$40,836)	-4.0%
Funding from reserves	\$40,836	4.0%
Net Surplus (Deficit)	\$0	0.0%

Curacy

Diocese Ministry Grant	\$60,000
Curacy Reserves	\$26,150
Curacy Expenses	(\$86,150)
Total Curacy	\$0

Nick Kozel will provide additional information to the congregation after the service on October 27th. Feel free to reach out directly with any specific questions or comments related to the budget: treasurer@theincarnation.org or 540.246.7796.

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

Leslie Banta (lesliebanta.com)

Brooke Chao (brookechao.com)

JoEtta Deaton (joettadeaton.com)



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