



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 1, 2024)

Church of the Incarnation, Central Florida

1601 Alafaya Trail, Oviedo, FL 32765, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/15/24.

dsmith@cfdiocese.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
75	1		12
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$90000	\$60000	\$30000	
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$100000		We're in compliance with CPF requirements.
Healthcare Options Clergy only	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	Yes	Yes	
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		Other	1
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	Yes	Yes	Yes

Will be within the Episcopal 2024 guidelines. Cont. Ed., \$1400/yr. Travel/Auto budget, \$1450/yr.

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

Like every other church nationally, and no doubt globally, Incarnation's worshipping community and ministries were greatly impacted by the Covid 19 pandemic. In person services and Bible studies ended, the communion was given in our parking lot in a "drive through" manner after the live stream ended, and we prayed unceasingly for the health of our members. But through the leadership of our former rector and through the flexibility and resilience born of Incarnation's past struggles, we thrived. We began streaming our services and Bible studies, at first pre-recording and then live streaming. As conditions improved, we worshiped outdoors on the patio of Canterbury. With prayerful determination, we slowly accommodated everyone's level of comfort until we could safely return to a welcoming and inclusive indoor worship. Though attendance dropped, membership and giving grew during the pandemic. Then in 2022 after more than four years, we were able to regain our previous status as a fully independent parish. We joyfully celebrated this success as a congregation!

How are you preparing yourselves for the Church of the future?

Before the loss of our previous pastor, the church was gearing up to move into a larger space. Prospective spaces had been looked at and the vestry actively engaged in the preliminary planning of such an endeavor. The process of getting the congregation used to a change in venue and the expansion of areas of service (LEMS, Greeters, Readers etc.) had begun. It was the goal of Incarnation to be a larger church with one service to instill a sense of the greater community. We did not get a chance to see this to fruition, but the church is ready and poised for growth. One of the ways we were trying to get a flow of income to support such a change was the exploration of endowments and teaching on the spiritual importance of the tithe and its impact on deepening our spirituality. We have yet to really move into a more culturally diverse representation of our area, but there are many who have hearts to see this happen. In addition to our wish to grow in diversity, we are beginning a more missional approach to spreading the Good News both locally through our Generosity Sunday and special Christmas offerings and internationally with a new focus and restored connection with Honduras.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

pastoral care, Authenticity, discipleship, vision, community outreach, servant-leadership, strong spirit-inspired, bible-based teaching

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Describe your liturgical style and practice for all types of worship services provided by your community.

Church of the Incarnation is a modern contemporary church rooted in ancient liturgical roots. Our worship service on Sunday morning is authentic, spirit-filled and engaging. The anointed sermons, filled with wisdom and love, have been a highlight of our community causing many to delve into further study on their own and in small groups. This community was attracting true disciples and gaining momentum with those who have not been discipled. The musical expression includes traditional hymns (original and creative new arrangements) and current contemporary songs. Our style of worship is relaxed, intimate, and encourages the participant to be wherever they need to be with God in that moment. Our worship expression provides comfort for those from other ecclesial backgrounds. Because of the “low church” feel congregants feel free to participate in a number of service opportunities within the service. The number of volunteers participating in the supporting ministries is generous. Due to our emphasis on prayer outside the Sunday service, the service is filled with true worshippers who are prayerfully engaging all parts of the liturgy with anticipation that God will meet them.

How do you practice incorporating others in ministry?

Incarnation relies heavily on volunteers for all of our ministries. It has been a challenge, and there is a core group that takes on most of the tasks. In the past, we have highlighted each opportunity for service and encouraged members to explore their area of interest and to volunteer. The congregation has expressed the need for better ways to engage others in our worship experience and different ministries. We are proud to include several differently-abled members in our ministries, and we have a desire to include others of diverse backgrounds, abilities, and cultural experiences. Our church fostered and mentored people with an interest in pursuing lay ministry, diaconate or priesthood. Incarnation has joyfully and prayerfully supported several people through the process of education and training to reach those goals. Some of those people are currently serving active roles in Incarnation’s ministries, and some have transitioned to positions at other churches. We would like to continue to grow leaders, whether they be laity or clergy.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Pastoral care often happened on a Sunday morning during our coffee hour, calls and texts were made to those who were struggling, and visits when the situations warranted it. The power of prayer is strong in this parish and is followed by action. Prayer chains, in-service prayer teams, and a vibrant hospitality ministry are used to meet congregant needs in real time each Sunday as needs arise. Many are engaged with what’s happening with parishioners through our church prayer app where individual needs are posted for prayer. We also have a “Daughters of the King” chapter and a “For Service” prayer team that is quietly praying behind the scenes for all church happenings and for service. Formation of small groups and regular bible study has encouraged a time to really hold each other’s life concerns before God and to care for each other on a personal level. The church did begin to offer some healing ministry and spiritual formation nights as well helping congregants to expand their relationship with God. An area of growth here would be to bring this goodness to bare on the surrounding community in a regular outreach of some sort.

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How do you engage in pastoral care for those beyond your worshipping community?

Incarnation is a wonderful example of how the church cares wholeheartedly for her own. This emphasis has built a community that is ready to look beyond the walls of the church. We have several members that are involved in para-ministries such as Hope Helps and Accessible Hope (Sierra Leone) outside the church here locally and internationally. They have begun to present us with various opportunities to be the hands and feet of Jesus outside of Incarnation. We have a monthly offering called "Generosity Sunday" where we are introduced to and take up an offering each month for an organization that is doing the work of the Gospel outside of our community. This generosity has expanded at Christmas to giving to elementary school children in need and helping a woman recovering from human-trafficking who has been selected for a Habitat for Humanity home. We have recently re-established a diocesan connection in San Pedro Sula, Honduras and are planning a summer mission trip. Our desire, interest, and call to those outside has been stirred and we are inching into action. True pastoral care in terms of service and spiritual tending has not really been consistent as of yet.

Describe your worshipping community's involvement in either the wider Church or geographical region.

Incarnation has held several school supply and food drives, as well as Christmas gift collections over the years. The 4th Sunday of each month has been designated as "Generosity Sunday" and the plate offerings are donated to a local organization or cause. The first \$200 goes to H.O.P.E Helps (Housing-Outreach-Prevention-Education), whose mission is to prevent and reduce homelessness. We have supplied volunteers for H.O.P.E.'s food distribution. The priest's discretionary fund has provided temporary relief to struggling families and individuals. We financially support the Central Florida Diocese partnership with the Diocese of Honduras, and will embark on a mission trip to Honduras this summer. We are a young church that has persevered through many challenges, but we have not yet built the momentum we need to expand our outreach, both globally and in our community. Our congregation has clearly expressed a passionate desire for more community involvement, greater outreach, leadership development, and to foster greater diversity and inclusion. We look forward to a time when we will be known for service outside our walls.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Incarnation has a team traveling next summer to work with San Pablo Apostol Church, in San Pedro Sula, Honduras. The group will serve alongside their members and help improve their facility. The trip was delayed from 2020 due to the pandemic. Contact: Doug Romaine A ministry the pandemic brought about was the online streaming of services. During Covid, we worshiped and recorded inside and outside, and developed in-person/online hybrids for Bible study. This brought new members from our community and beyond. Our members have expressed a desire to expand this ministry, as well as other outreach opportunities. Contact: Cory Cook Our Small (Home) Group ministry is thriving with 4 groups meeting monthly. The meetings focus on a common theme, either an in-depth look at the previous Sunday's sermon or a continuation of the pastor-led Bible Study. Contact: Darin Metz. Altar Prayer Ministry has been a way for congregants to get individual personalized prayer within the service at communion. Contact: Monika Kennedy or Cindy Neimic

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What is your practice of stewardship and how does it shape the life of your worshipping community?

Stewardship, being the use of time, talent, and treasure, at Incarnation is an ongoing yet subtle undercurrent throughout the year. During our annual Stewardship drive, the focus is on what God has to say about generosity through scripture. The approach is spirit filled and prayerful. We have implemented "Generosity Sunday" which allows us to collect money for various needs outside the church as well. Stewardship of time and talent at Incarnation is also growing. We have small group leaders, prayer ministry, hospitality team, youth group, music ministry and greeting teams. In addition, we have numerous people involved in Sunday services (and supporting ministries) rotating them frequently so that anyone can participate in the liturgical offerings. Through this we have begun to develop and foster an attitude of belonging and inclusion. Our financial resources are used more lavishly in our practice of hospitality within the church than any other expense with the exception of rent and salaries. One area of potential growth would be to create a yearly campaign to encourage individuals to put their time and talent to use within the congregation as a means of stewardship and connection.

What is your worshipping community's experience of conflict? And how have you addressed it?

There was a history of significant conflict in the earlier years of the church. It was several years back during a time when the leadership was in extreme flux. Most of us, being new within the last four years, do not recall a time when the church was brought into major discord. Since Fr. Tom Phillips became our priest in 2018, the overall atmosphere has changed remarkably. Like any large family, there are disagreements that result in hurt feelings. Our former rector taught from the pulpit that approaching each other with love was the way to work through personal conflicts, and he demonstrated that by his own actions. When members have a falling out, very few people know about it, and it is not broadcast so that people take sides. One of the strengths of this community modeled by our previous priest is that we should move toward one another in compassion and love looking for God's heart. He neither fanned the flame nor did he dismiss the concern, which in turn unified us as a body. The current vestry addresses problems with integrity and confidentiality when they arise. There is a general maturity in our community in which the small things do not become the big things.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Incarnation went through significant change in the early years; as a result most ideas are held fairly loosely. There is a general overarching flexibility present that permeates the anxiety that change often brings. Our previous priest made changes slowly in a low-key intentional way. He, at times, may have been overly concerned about consensus, but it did lead to a satisfied congregation. An example of change done well is our music ministry that has continually grown in participation and leadership. Even though musicians, genre, and instruments change, the cohesiveness remains. Another change done well was the movement from a higher church feel to a more casual, unvested atmosphere. Compassionate concerned pastoral care in the midst of change made all the difference. One weakness of Incarnation, in a general sense, is that a unified overall vision for moving into the future was not always communicated well or directly, so it was at times difficult to really get behind a future-orientated vision. An example of this was a poorly executed change was the sharing of space with another congregation (previous to 2018) that caused some significant fall out.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Thomas Phillips	Rector / Vicar / Priest-in-Charge	2018-04	2023-09

Name	Position Title	Date Begun	Date Ended
The Rev. Rory Harris	Rector / Vicar / Priest-in-Charge	2014-08	2017-09

Name	Position Title	Date Begun	Date Ended
The Rev. Dr. Jon Davis	Rector / Vicar / Priest-in-Charge	2006-03	2014-01

Adult congregants utilize small home group. Four active groups with approx. 10-12 per group.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	8	20

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: <https://www.incarnationcfl.com/>

Media Links:

Online References:

> <https://www.facebook.com/incarnationoviedo/>

>

<https://www.youtube.com/channel/UC9-JiWI950F9JaJEnQzP5sg>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

**Rt. Rev. Dr. Justin S.
Holcomb**

Diocesan Transition Minister

(407) 423-3567, ext. 307 | dsmith@cfdiocese.org

Rev. Canon Dr. Dan Smith

Current Warden/Board Chair

(407) 493-6016 | michele.byington@bofa.com

Michele Byington

Previous Warden/Board Chair

Search Chair

(407) 493-4068 | strobedm@aol.com

Dawn Strobeck

Parish/Institution

Local Community Leader