

CHURCH OF THE INCARNATION
Pastoral Council Meeting Minutes
October 9, 2019

Present: Msgr. Tim Keeney, Heidi Brown, Janet Ferrance, Brent Browning, Stephenie Draushak, Robert Chisolm from the Finance Council, Michael Schaeber, Sarah Phillips, Jose Cuenca, Roxana Roblero, Laure Taylor, Meg Borjarski, Doug Campbell, and Pete Kashatus

Meeting opened with a night prayer.

Discussion of defining objectives-

Heidi:

- We need to assimilate our defining objectives and move towards clarity

Msgr.:

- Three defining objectives from the staff: 1) Research best practices 2) Resource and select people responsible (need someone who isn't temporary) 3) Transparency and decision making
 - Color-coded progress update-
 - Group 1: Yellow- sifting through some information (coming from Nationwide parishes)
 - Group 2: Red- needs to link with Group 1
 - Group 3: Yellow- looking for the next step, wondering what kind of communication changes we need to make
 - Question of if we approve of these defining objectives

Laure:

- It is a good starting point. 6-month time frame is good for changes that haven't been made yet.
 - Gives example of discrepancy about donating wine- sometimes there is a lack of communication and we don't all have the right answer
 - Maybe there are better modes of communication with bigger decisions
 - We should search for best practices that allow different styles of communication

Jan:

- Points out that some of this communication isn't two-way

Stephenie:

- Big decisions need warning
 - Gives example of changing the carpet, it was an inclusive process
 - However, at Incarnation, there is no "small" decision

Msgr.:

- Can't operate on "no small decision"
 - He can consult but at the end of the day, he makes the final decision
 - Staff will help communicate changes
 - Gives example of the change with the tables in the Narthex- says that this decision was made w/o consulting the ministries with the tables, however, it was communicated to the staff and the staff will be handling the change onward

Heidi:

- Looking at the 6-month time frame, there are decisions that need to be addressed now

Doug:

- If we look at best practices on PROCESS, it will address some of our communication difficulties

Meg:

- Question of how we will handle the tables during PACEM, sign-ups may be limited due to weekend time constraint

Msgr.:

- Would like the hallway redesigned in general, it is outdated.
 - This would be a bigger decision, one that will be communicated
- Best practices
 - Explains that bulletin boards are one of the examples of best practices that should be researched
 - Bulletin is ineffective sometimes- FB can be effective when it comes to certain events
 - Question of what is important and what isn't?
 - Suggests using flocknotes to send out emails
- Asks if these defining objectives are okay, if we are leaving something out?

Jose:

- Comments that we are missing some details, however, we are given the bigger picture

Movement of agreement.

Discussion of old business-

Heidi:

- Turkey trot/ Thanksgiving 5k won't be feasible here, it is too complicated to pull together in 6 weeks.
 - Msgr. says we will just have a Mass on Thanksgiving then

Discussion of mission statement and subcommittees-

Doug:

- Finds fault within the mission statement because it doesn't express a goal
 - Our mission statement is a "value" statement
 - We need an actionable mission statement, like the one, for example, that comes straight out of the Bible
 - Our goals should be to build and grow the Church
 - Where are we going to be 5-8 years from now?
 - We need to start out with a realistic objective
 - How do we engage the Church?
 - Ministries within the Church help them meet their calling

Laure:

- Concerns over our role as the pastoral council
 - Pastoral council is the visioning body, the staff and ministries can carry the rest out

Doug:

- Three main goals as a church 1) Worship 2) Sustain us 3) Reach out to others
 - These goals need to be carried out by the staff
 - Msgr. points out that the pastoral council can invite people to join in on these subcommittees

Heidi:

- Review of subcommittees- are they in line with our mission statement?
 - 1) Data and research
 - 2) Long-term planning / mission and vision statement
 - 3) Hospitality
 - 4) Unity between the English and Spanish speaking communities
 - 5) Pastoral care

Msgr.:

- Subcommittees will be producing the data for evaluation and doing the “groundwork”
 - Stephenie would like the subcommittees included so they can stay informed and updated

Laure:

- It is the pastoral council’s job to keep the mission statement updated- would like to for us to work on updating it

Msgr.:

- In the next 6-months we can execute the evaluation of the mission statement before we divide into subcommittees
 - We need to gather data so we can make informed decisions
- We are missing 3 positions- 1) Coordinator of pastoral care 2) A full-time maintenance person 3) A full-time communications person
 - What does the council see as the most important?

Robert:

- If we were to hire a full-time communications person, they would be the most expensive- however, there are options for personnel from non-profits
 - This person should be qualified business-wise as well
 - Stephenie also suggests hiring someone who is skilled at graphic design

Final defining objectives-

- 1) Mission visioning statement
- 2) Data and research
- 3) Unity between different language communities

Movement of agreement.

Heidi:

- Reminder to communicate with her about which subcommittee you would like to be on