

**CHURCH OF THE INCARNATION**  
**Pastoral Council Minutes**  
**November 20, 2020**

**Attendance:**

Lesley Aleman	Saray de la Cruz	Marianne Kish ✓
Doug Campbell ✓	Michelle Edwards ✓	Mark Niehaus ✓
Carmen Chandross ✓	Mitchell Hillman ✓	Monsignor Keeney ✓
Patti Clifford ✓	Sarah Jones ✓	

Note: Both Lesly Aleman and Saray de la Cruz were absent due to a conflict with the Parish Ministry Leaders retreat which was scheduled at the same time.

**Agenda:**

- I. Meeting called to order at 7:10 PM.
- II. Opening Friday Night Prayer led by Mitchell Hillman.
- III. Approval of Minutes - The Chair informed the council that the October meeting minutes were not ready for review and that we would have two sets of meeting minutes to approve at the December's meeting.
- IV. Rallying Cry Discussion:
  - A. The Council discussed possible submissions for rallying cry ideas in preparation for the Leadership Team meeting on December 10, 2020 to select our rallying cry for the next six months. After discussion, the Council identified the top 3 potential rallying cry ideas to share with the team. A motion to adopt these three proposals for the rallying cry was made and approved unanimously.
    1. Re-engage our Parish (homecoming focus)
    2. Expand Multicultural Outreach (within the Charlottesville community)
    3. Follow Christ through Service (relaunch our ministries)
  - B. Key discussion points leading to these recommendations included:
    1. We need to plan to safely return to worship and fellowship, meet people where they are, and re-engage/reunite post-covid.
    2. Our rallying cry could support growing and supporting our community and demonstrate how we are here for our parishioners. It might facilitate healing and return to faith and include adult formation as well as ways to further integrate English and Spanish communities through worship and prayer.
    3. We could focus on growing and supporting parish ministries with focus on finances, outreach/food ministry, catechesis, and renewed ministry involvement in general.
    4. Key phrases like "homecoming", "homeward bound", and "growing home" emerged in the discussion.
    5. Mark Niehaus offered a summary regarding the "homecoming" focus of our discussion: "We recognize that the current COVID-19 pandemic has dramatically impacted our Incarnation home. We commit to re-engaging our faith community, to meet people where they are (in-person, remotely, or hybrid methods). This will

serve as the foundation for growing and re-imagining Incarnation.”

6. There was emphasis on how our rallying cry should support a longer range mission and vision for the parish that supported evangelization and outreach.
- C. There was much discussion concerning our approach to the rallying cry. Key discussion points, shared without attribution, include:
1. We need to remember to focus on one main idea that you want to accomplish, so this will need to be narrowed down.
  2. Without functioning ministries, people might not have a purpose to return.
  3. Not every immediate need involves outreach.
  4. We need to focus on maintaining connection within our communities. Besides coming in person, there are online options-parish chats, email list, online groups, etc. This is a reasonable goal for the next 6 months.
  5. Online courses like Alpha can be helpful.
  6. Common themes emerge involving helping parishioners regain solid footing, reconnecting people who were already active within our parish as well as those who are looking for a community.
  7. What is the method for rallying? What can we do so people want to come?
  8. People are scattered. They are waiting for us to reach out and let them know that we are ready for them to re-connect. We should focus on contacting our parishioners again like we did at the beginning of covid. We need to be focused, purposeful, and meaningful. We need to figure out where our parishioners are so they can re-join where they feel comfortable.
  9. Re-engagement can be the objective or basis of the rallying cry. One way to do this is via phone calls.
  10. This thinking might not be broad enough because it only focuses on our current parishioners. We also need to think about our community on a larger scale.
  11. There was concern about having too large of a goal for a rallying cry. Recognizes that it is important to have objectives for current parishioners and the community that we want to draw in.
  12. Our role as a pastoral council requires that we look beyond the rallying cry with a longer horizon.
  13. How do we achieve our rallying cry? What is a good way to measure the success in our efforts to achieve that rallying cry?
  14. A rallying cry should not be static. It should be a call to action. Can it be condensed/rephrased?
  15. We need to have a strong foundation to reach out from. Focusing on our immediate community might yield more results.
  16. When people are re-connected, they will need something to do. Once we connect with people and figure out what they need, we should have a list of things ready for them to do so our parish can move in the same direction.
  17. When “return to faith” surfaced as our rallying cry, there was recognition that not everyone has lost their faith, they may just not be physically present.
  18. Monsignor Keeney provided a hypothetical example of the type of rallying cry involving action, rebirth after energized commitment that could also result in growing the church. In essence, it would be an evangelical outreach that would

serve to energize the parish.

Example, Southwood is a large mobile home community managed by Habitat for Humanity where we have a very large Hispanic population, many of whom are not members of our parish. We could invest in the Southwood community, perhaps erecting a small chapel or similar presence and support our focus on growth, especially in reaching the Hispanic community. It would be a focused, achievable, measurable outcome with an underlying intent for evangelization. It also supports a call to action to reach the marginalized in our community and ways we might we reach out to them

19. Pursuit of a more unified multicultural parish also produced ideas such as Bilingual language classes.
20. Exploration of the most recent encyclical, "Fratelli Tutti" as our basis for pursuing a vision for our multicultural parish.
21. There are people who are most at risk of contracting the coronavirus and some of those are homebound without access to our church online.
22. The council discussed what it might mean to be marginalized.
23. Mark Niehaus shared that there are 13 social determinants of health that include: income, shelter, transportation, age, ethnicity, and more. If you have more than 3 you are at a significantly higher risk of a shorter life span. These involve health not faith, but still, these factors play into covid which is one of our concerns. It raises the question of what are social determinants of a faith community? After all, 10% of Americans were Catholic at some point.
24. Multicultural focus engendered ideas such as language courses, cultural courses, and creating more shared experiences.

V. Pastor's Notes:

- A. Monsignor is planning on doing a parish finance presentation to communicate that we have a revenue shortfall to date for the year of \$73,000.
- B. John Kronstain will be stepping down as Coordinator of Worship on January 10, 2021. We are planning on having Juan Rodriguez and his wife fill in for the 5:30 PM and 1:30 PM masses. They will be paid for their services but will not fill John's staff position.
- C. We had two extraordinary funerals where safeguards regarding gatherings were not being fully observed. Too many people were coming back indoors and eating. Based upon that, we will no longer permit "grab and go" meals after funerals.
- D. We have big masses coming up (Our Lady of Guadalupe and Christmas). We are evaluating what to do when both the Worship area and the Parish Hall spaces are full.
- E. We are fundraising to raise approximately \$1,500 for shelving to secure the new tabernacle.
- F. Questions:
  - I. Carmen Chandross asked if the Christmas masses will also be livestreamed?  
Monsignor: Yes, we have a number of masses set to livestream. The number of people live streaming has reduced significantly.
  - II. Sarah Jones, should we plan on having more volunteers to bring the Eucharist

during that time? Monsignor: We have about 700 people attending mass (in person and live streaming). In addition, we have 86 people receiving Eucharist at home on a weekly basis. Our pre-covid numbers were 1,600 attending mass.

VI. Open Forum:

- A. Mitchel Hillman shared that the Finance Council was talking about the Offertory get well plan and as part of the effort to communicate the need, Monsignor suggested that a Parish Annual Report be prepared.
  - 1. Mitchell shared several examples of different Annual Reports (information/layouts) that we may draw from as we develop our own. He has offered to help with the report and its graphic design.
  - 2. This report will highlight our parish financial needs in light of current programs, key ministries, and how our parish has been able to make an impact.
  - 3. Annual reports are typically sent out in January. The content and timeline for our report is still to be determined.
  - 4. Michelle Edwards noted that this is the time of year when organizations will be making gift-giving appeals. It is important to get the information on our finances out. This is the time of the year where people are apt to give and to make that case to contribute to the community by giving to local organizations.
- B. Marianne Kish confirmed the next meeting will be December 22 at 7:00 P.M. and shared that Kelly Robins will not be serving on the council due to her work schedule.
- C. Actions and discussion regarding committees was deferred until the next meeting.

VII. Meeting Takeaways / Followup Actions:

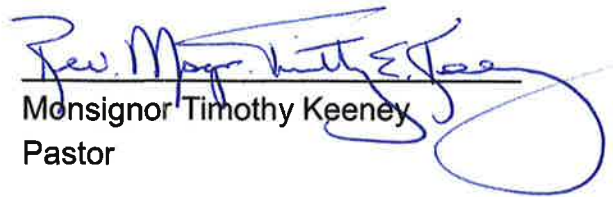
- A. The council will meet with the full leadership team on December 10 at 7:00 PM via Zoom to develop the rallying cry.
- B. Council members are requested to select their preferred committees via survey.
- C. Council members are encouraged to continue their formation by reading one of the key reference books recommended by Monsignor Keeney.

VIII. The meeting was adjourned at 9:20 PM and Mitchell Hillman offered the closing prayer.



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Marianne D. Kish  
Pastoral Council Chair



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Monsignor Timothy Keeney  
Pastor