

**CHURCH OF THE INCARNATION**  
**Pastoral Council Minutes**  
**April 28, 2021**

**Attendance:**

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

**Agenda:**

- I. Meeting called to order at 7:03 PM.
- II. Opening Friday Night Prayer led by Saray de la Cruz.
- III. Approval of Minutes – Tabled until next meeting. Doug will share meeting minutes when they are ready with the other members to review.
- IV. Commit to Mission & Vision
  - A. Mission Statement
    1. Doug – Discussed the strategy that helped the subcommittee form the new mission and vision statement (referenced presentation 4. One Proposed Mission and Vision.pptx).
    2. Michelle – Feels that the model can also be applied to the Hospitality Committee. Focused on families and soft evangelization e.g. the Prayer Shawl Ministry.
    3. Marianne – We need to be able to apply this to both the English-speaking & Spanish-speaking communities.
    4. Sarah – Any feedback from our Hispanic members? Does this feel relevant?
    5. Carmen – This statement needs to be translated into Spanish. Feels that both communities are experiencing the same thing.
    6. Saray – Feels a need to focus on the evangelization of our youth.
    7. Marianne – The “LIVE” pillar applies to this issue. Service, charity, and social justice can all help bring our youth together in faith.
    8. Doug – We don’t want to overly focus on families and exclude people who are single. This statement applies to everyone who is already a part of our parish and those who want to join.
    9. Sarah – Suggests supporting the mission statement and making the families part of the vision statement. Use of the word friendship?
    10. Michelle – Friendship implies a certain type of relationship.
    11. Monsignor – Calling people to union with Christ, marriage with Christ. Friendship is not strong enough of a word.
    12. Council – “Friendship” was changed to “Union.” Discussed the changing of some wording. “Seek” was suggested. “Union with” was omitted.
    13. Doug – A mission is something you do, a vision is something you achieve. We need to consider that as we do this mission, who do we become?
    14. Council – “Share” was changed to “Proclaim.”

15. Final mission statement:

**“Our Mission is to Know - Love - Serve - Proclaim Our Lord Jesus Christ.”**

16. Motion to approve this mission statement made by Mark / Seconded by Mitch - passed unanimously.

B. Vision Statement

1. Doug – Discussed the method to create our vision statement.
2. Monsignor – Needs to have a measurable time frame.
3. Michelle – The Hospitality Committee – Importance of feeling welcome and having a sense of family beyond the traditional nuclear family.
4. Carmen/Mitchell – A place for worship should be our primary focus.
5. Sarah – Truth, comfort of a home, nurture.
6. Patti – Importance of a well-done liturgy.
7. Doug – Our vision should include that we are a multicultural parish.
8. Monsignor – We also need to attract those who are not a part of the flock, otherwise we are not being faithful to the gospel. We also need to recognize that the Hispanic community is half of our parish and will continue to grow.
9. Carmen – It is a matter of integrating our communities and growing a multicultural parish.
10. Marianne – Change “Our Church Will Matter Because We Will Be” “to “Our Church Will Be.”
11. Doug – Our vision helps us implement a strategy to help achieve our goals.
12. Patti – Change “Welcoming” to “Nurturing.”
13. Mark – Not every single word should be capitalized, it is not grammatically correct.
14. Sarah – Add “provide opportunities to grow new disciples”?
15. Doug – Are we ready to approve this as our vision statement?
16. Lesly – Checking to make sure that it translates well and reads example translations.
17. Final vision statement:

**“Our church will be an inclusive, nurturing, hospitable, and multicultural parish where all are welcome as we proclaim the Gospel and grow new disciples in the greater Charlottesville area.”**

18. Motion to approve this vision statement made by Mitch / seconded by Michelle – passed unanimously.

19. Monsignor – Thank you for the process, something we can work with. Will share with the staff and the Hispanic Leadership Committee for their input.

20. Marianne – Next steps will be to create a separate communication to share with them.

V. Finance Council Notes – Mitchell Hillman

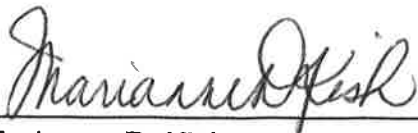
A. No update

VI. Pastor's Notes – Monsignor Keeney

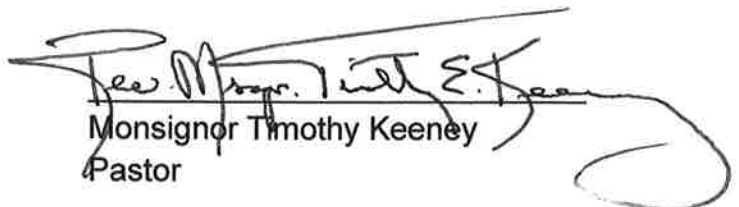
- A. Work has begun on the heating and cooling system in the office and the WC. They will also be adding new thermostats.
- B. Roof work has been completed.
- C. The garden will be fenced in June, the old garden will be scraped to protect the building from water runoff.
- D. Demographics from confirmations at St. Thomas: 26 from Incarnation, 2 covid positive who would be confirmed later, 6 from Crozet for a total of 34. St. Thomas had 12, Holy Comforter had 6, and St. George had 6. Our two communities represented more than 50% of the teens who were confirmed. Shows that there is a family demographic here.
- E. 3 adult education opportunities this summer: Women's book group in May, men's book group in June, and discussions led by Tom Noble in August.
- F. We will have two outdoor masses on Pentecost, one at 11:30AM and one at 1:30PM.
- G. Marianne – Do we have any update on our vaccination outreach to our Hispanic community and how well that is being received?
- H. Monsignor – Has not had a chance to talk with Dr. Luna about the project.

VII. Meeting Takeaways / Open Forum:

- A. Sarah – J&J vaccines will not be administered at Incarnation. The Latino Health Initiative would like to offer covid testing on Monday and provide an opportunity for people who test negative to return and get vaccinated on Wednesday.
  - B. Mark – Are there volunteer opportunities?
  - C. Sarah – I believe they need vaccinators. I will follow-up and ask. Patti would also like to help.
  - D. Carmen – Vaccine options are also becoming available for 16-year-olds.
  - E. Lesly – Liked the idea of having a mass/adoration for the youth.
  - F. Patti – We used to have a program called Ignite.
  - G. Sarah – Erica is looking for someone to help with vacation bible study, please contact her if you are interested.
  - H. Marianne – Praise for new parish communications with Missy Bishop and Flocknote. Missy needs help with translating information to Spanish. If anyone is interested. Pastoral Council also has their own Flocknote capabilities. This may be something we can utilize when it comes to the strategy part of our mission and vision work.
  - I. Everyone – Thanks to Doug for his hard work on the mission and vision statement!
- VIII. The meeting was adjourned at 9:16 PM and Lesly de la Cruz offered the closing prayer.



Marianne D. Kish  
Pastoral Council Chair



Monsignor Timothy E. Keeney  
Pastor