

**CHURCH OF THE INCARNATION**  
**Pastoral Council Minutes**  
**November 30, 2021**

**Attendance:**

Lesly Aleman ✓	Patti Clifford ✓	Mark Niehaus ✓
Doug Campbell	Mitchell Hillman	Steven Sisman
Will Cecere ✓	Sarah Jones	Marisa Yopez ✓
Carmen Chandross ✓	Marianne Kish ✓	Monsignor Keeney ✓

NOTE: This is the first meeting of the new 2021-2022 Pastoral Council.

Meeting called to order at 7:15 PM.

**New Business**

- I. Opening prayer led by Monsignor Keeney.
- II. Approval of minutes.
  - A. 06/23/21 – These meeting minutes were presented for approval at the 07/28/21 Pastoral Council meeting. Although we did have quorum, Monsignor Keeney was not present due to illness and therefore no official action items could be taken at the meeting. Motion to approve minutes was made by Mark Niehaus / Second from Lesly Aleman. Motion passed unanimously and accepted by Monsignor
  - B. 10/27/21 - Motion to approve minutes with minor corrections for typos was made by Patti Clifford / Second from Mark Niehaus. Motion passed unanimously and accepted by Monsignor
- III. Pastoral Council Overview – deferred to December meeting when all three new members are present.
- IV. Discernment of new Pastoral Council Executive Committee –
  - A. Deferred to December meeting when more council members are present.
  - B. Marianne Kish will continue until a new Chairperson is discerned.
- V. Review/Discussion of current Pastoral Council committees: Mission & Vision, Hospitality, and Multicultural Parish
  - Marianne provided a brief overview of the 2020-2021 PC Committees:
    - Mission & Vision: Mission and Vision defined. Our next steps are defining our Strategic Objectives
    - Hospitality: With the Hospitality table created, there are next steps to creating a hospitality ministry and considering which other ministries fall under that umbrella.
    - Multicultural Parish: Initial work done with reviewing the Townwood community. We will explore what our next steps may be. Encouraging and continuing to prioritize ways that our English/Spanish communities can support and integrate with one another.
  - Monsignor: The focus on these three areas have been useful for the pastor

A. Mission & Vision:

- Monsignor: They would look at realignment. What are we actually doing? We currently do not have a Director of Justice & Charity. How do we continue forward with parish activities with the loss of Director of Justice and Charity? How does our M&V align with Justice and Charity (and other areas)?
- Mark: How would the M&V committee help with the absence of a Director of Justice & Charity?
- Monsignor: What are the options? Are we doing what aligns with our Mission O Vision? Do the areas we fund align with our M&V e.g. Vincent de Paul, Haiti, Food Ministry, IMPACT, PACHEM, etc. There is an education piece – social justice teaching of the church. Religious Education in the area of Justice and Charity. We are looking at what we are doing to align with our M&V.
- Mark: We have not polled/ranked our ministries. This is something we talked about for the Pastoral Council. This is something we will need to revisit.

B. Hospitality:

- Marianne: We would look to shift this committee work to the Parish Staff to assure volunteer staffing for the welcome table, etc.
- Monsignor: We need to revisit the presentation given by Deacon Jose Cuenca to see how hospitality should be implemented. The focus should be shifted from welcoming people back to church to welcoming new parishioners/families.
- Michelle Edwards has agreed to continue to serve and take lead on execution of new welcome table

C. Multicultural Parish:

- Marianne: Focus on being intentional and embrace multicultural parish, not just being bilingual.
- Monsignor: This committee will remain necessary in order to keep us on task. One of the items we will need to address is our bilingual masses. We are all together and need to work together.
- Lesly: I have received feedback from the Spanish community with concern regarding our approach to multicultural change.
- Mark: Is the concern from the Spanish community about the bilingual masses?
- Lesly: No, more of the changes being made and how it affects them.
- Mark: Lesly, regarding the feedback you heard – Do you think it is the Spanish community feels that they worked hard to get where we are (that makes them resistant to changes) OR is it because we have more cultures within our Spanish speaking community and that dilutes their experience(s)?
- Lesly: Both, it is losing what they have gained, and some are set in their ways.
- Mark: It is important that we have more voices.
- Monsignor: The Hispanic Leadership Team should be a subcommittee of Pastoral Council. We can invite the Team to join us 3x a year.
- Carmen: Diluting their way of celebrating different church/religious events is one of the things. They don't want to lose their way of celebrating from their country/ We have to show them they are not losing anything but gaining.
- Mark: The Anglo community would not know the different ways that Spanish speaking countries may celebrate.

- Monsignor: One event coming up that can be shared is the Feast of Our Lady of Guadalupe on December 12th. We are transferring it to December 11th with the permission of the bishop.
- Many: We need to encourage greater participation in the Feast.
- Marianne: We should create a specific invitation to the English-speaking community. Make it a standalone Flocknote communication
- Monsignor: This is where we can have more of a multicultural experience and people can participate.
- Many: provided ideas – translate the script, provide a synopsis, project subtitles/translation, etc.

D. Other Committee Ideas:

- Lesly: Do we want to keep the same three committees?
- Marianne: There were other areas we discussed: communication, website, etc.
- Monsignor:
  - I would like to focus communication efforts on little videos e.g. TikTok length. The diocese has experienced that for churches who have created these videos it has increased engagement and donations (25-50%). We will look to make this a specific project rather than revisit communications again.
  - As for the website, the staff did the job they were going to do on that. Everything that was previously brought up when the website was being redesigned, was addressed.
- Marianne: What about coordinating Volunteers and maybe creating a place where parishioners could go. They could easily identify the need is and decide if they can help.
- Monsignor: That has not been addressed yet. Since the staffing has been changed, I want to be careful that I don't mismanage my staff or I will lose my staff.

VI. Synod of Synodality – Monsignor

- There will be two lead facilitators:
  - English speaking: John Kronstain
  - Spanish speaking: TBD
- The lead facilitators will help conduct the consultation sessions
- There will be a web meeting tomorrow for more information from the diocese. It may be recorded. If it is, I will share it with the group.
- Facilitator's Guide was shared with Pastoral Council
  - Mark: What is the process, small groups?
  - Monsignor: More information will be shared this week. Concern that one group may be too homogeneous and then tied to one idea.
- Carmen: Who is the Zoom meeting open to?
- Monsignor: Pastors and Facilitators
- Carmen: Who will be there for the Spanish community?
- Monsignor: Perhaps Marlene since she has RCIA experience or maybe or Jose Ortiz. This is still TBD.

## Old Business

VII. Finance Council Notes – none

VIII. Pastor's notes – Monsignor

A. Maintenance Items:

- We received a one-time gift earmarked specifically for maintenance/improvements.
- Painted the outside/external part of the school building.
- Landscaping is currently being explored to soften these areas.
- The iron frame of the walkway has been partially removed.
- Food pantry flooring has been done
- Electrical work is still needed. It is a big project, potentially rewiring the entire facility.

B. Listening Sessions:

- Monsignor was very pleased with how serious everyone considered the issue.
- The conversation at each mass was excellent.
- The decision which is prudent for now.
- Mark: Hopefully, Fr. Chris felt support.
- Monsignor: The process worked. There was not a lot of upset. People felt heard.
- Patti: We hope that you see people care about you and the workload.
- Monsignor: It was different for Crozet. They want a 9AM mass, but they do not have a place. It cost thousands of dollars. That was not Incarnations specific issue/topic.

C. Next December Meeting:

- Monsignor invited us all to the Rectory for the December meeting.
- He suggested we do a cookie exchange and make it more of a social meeting.

IX. Open Forum

A. Patti: One of the parishioners asked about announcements. If there is something special going on e.g. alternative giving, could parishioners make announcements?

B. Monsignor: If someone comes to me to ask to make an announcement, I would consider this. I am the person that manages this. We just do not want there to be a line of people and announcements like in the past. It takes too long.

C. Marianne: One of the items we talked about before was having all members of Pastoral Council VIRTUS certified and current on their training. We can take this up at a future meeting but knowing that we as a council are all certified something we felt as a group was important.

D. Monsignor: We can reach out to Deb Samley ([deborahs@olrcrozet.org](mailto:deborahs@olrcrozet.org)) for help with VIRTUS training. She is the Faith Formation coordinator at Crozet.

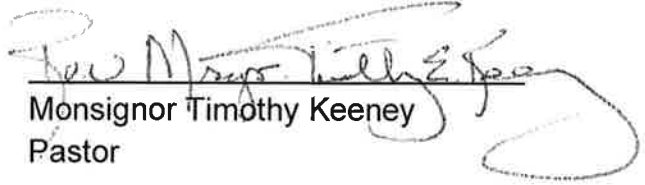
X. Meeting Takeaways

Takeaways: Our next meeting will be at the Rectory. We will be discerning our Executive Committee at that time.

Closing prayer lead by Monsignor. Meeting adjourned at 8:15 PM



Mark Niehaus  
Pastoral Council Chair



Monsignor Timothy Keeney  
Pastor