

**CHURCH OF THE INCARNATION**  
**Pastoral Council Minutes**  
**March 23, 2022**

Attendance:

Lesly Aleman	Marianne Kish ✓	Marisa Yopez ✓
Michelle Edwards	Mark Niehaus ✓	Sarah Jones ✓
Carmen Chandross ✓	Will Cecere ✓	Aaron Sanchez ✓
Patti Clifford (phone) ✓	Steven Sisman ✓	Jose Luis Hernandez ✓
Robert Chisolm ✓	Deacon Jose Cuenca ✓	Monsignor Keeney ✓

Meeting called to order at 7:05 PM.

**I. Opening Prayer:** Night Prayer led by Carmen

**II. Approval of minutes.**

- A. January minutes incomplete. Decision made to postpone approval.
- B. No minutes for February (Synod on Synodality)

**III. Personnel updates (led by Mark)**

- A. Welcome back Michelle Edwards, reappointed PC member
- B. Executive Committee membership update
- C. Request from Missy Bishop for short bio of each member for Flock Notes & bulletin board. This is a good way to improve parishioner engagement.

**IV. Hispanic Leadership Team Update**

Marisa & Luis: We are organizing Retreat for Lent on April 2: the current plan is for one group for young adults (age 13 to 21) and a different group for older adults

Jose Luis: It is important for us to keep working to unite the Spanish and English speaking communities. Doing this for in-person events has been a struggle for years, but it has been even more of a struggle since the pandemic - even when I was on PC years ago. We've been trying to do a picnic type event.

Mark: Actually, we had a similar idea but it was not the right timing. I would say please keep PC and our group in mind.

Sarah: We have also floated the idea of a ministry fair

Carmen (to Jose Luis): How can we make that integration happen? What is the obstacle that you see?

Msgr: This is a question for everyone. Please keep in mind the obstacles or ideas that may work for some people may not work for others

Will: Social events are a good idea. Maybe finding the time in the leadership to do this.

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Carmen: adoration was a very good thing. Processions were another event that allowed both groups.

Mark: were there things that you were working on years ago that were not fully realized? We are unique in that there is virtually no overlap with our current council and councils from before the pandemic. If you can think of some of them please pass through Marissa. For example – Deacon your idea was heavily used as a way of welcoming so many families back.

Robert (FC): bringing the two communities together has been a challenge given the time difference when the masses happen. One of the things that we had discussed is whether we should designate more bi-lingual masses.

Monsignor: the point that I have brought up is that even if a mass is bilingual there will always be a priority language. The mass that would be preferred would be in English.

Robert (FC): yes, and we have recognized that our parish is neither English nor Hispanic – it's both.

Monsignor: Unfortunately, I have had no examples of successful bilingual masses

Steve: I'd like to step back to say that this has been a challenge for a while and we probably need a subcommittee specifically designated for this. Café conversations was an attempt at this, but did not seem successful and people still made a B-line for the door

Steven: there are project managers called "change management" – how do you slowly move something within a company. Being from a finance background this is familiar territory for me – you know mergers & acquisitions. We need to think about how to slowly bring the groups together over the long term to create something greater.

Mark: We may not have resources to bring an outsider and I'm not sure the culture of mergers & acquisitions does not seem to apply here.

Steven: to clarify "merger & acquisition:" someone needs to be in leadership but given authority to ask questions within each group of what would work.

Deacon C: I think it takes time

Carmen: it is more than just time or money; it is more about motivation (she gives examples)

Sarah: to build upon that: this is something that we discussed as a PC last year: "Why should this matter to our parishoners?" "why does uniting the two parish communities matter? And on a larger scale, why does church matters? We need these type of exposures on a regular basis

Will: Garden ministry was a good opportunity because there was no language barrier

Carmen: exactly, which is why processions were helpful. We should put this down on paper: what motivates us to come to church?

Mark: Patti do you have anything to add?

Patti: I don't have anything to add

Mark: this is good discussion but we will have to move to the next item on the agenda.

Monsignor: I would ask one more thing: at least 3-4 times, invite the Hispanic community & have a focused question for them to answer

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Sarah: so as a first task they can takeaway: what motivates Hispanic parishoners? What motivates them to attend church? Why should it matter for them to reach out to the English community?

**\*\* Aaron Sanchez, Deacon Cuenca & Jose Luis Henandez depart from the meeting\*\***

**V. Synod on Synodality follow up discussion**

Monsignor: I have the Synod summaries in front of me but there is a couple of points that cross the line that should not be put out to the public. For example, the definition of clericalism. Another example is the term parish council versus pastoral council. Their understanding of this may not be accurate, since the pastoral council and pastoral council are not opposed to one another.

Mark: to briefly summarize, during our discussion the three topics that resonated most were welcoming those at the margins, ministries, social events

Monsignor: Monsignor reads examples.

Mark: who has been approached by a member of the parish? About half of people raised their hands

Monsignor: I've been tasked with trying to find a way to receive & address concerns raised by the parish. I would like to avoid the "liturgy of announcements" to be longer than the liturgy

Steven: the Hispanic mass has an event where testimony is given: Charisma

Marissa: yes, this is on Saturday nights

Monsignor: I am looking for ways to address this felt need (of finding a way to have parishoner's voices be heard).

Mark: We have other agenda items.

**VI. Refugee aid**

Monsignor: this weekend we will do CRS collection. I am going to talk about specific ways to help Ukraine

**VII. Pastoral Council Retreat planning (Mark)**

I. Tentative date Saturday, April 30 7:30-12:30 at Our Lady of Angels Monastery

II. Will need help with planning (Marianne, Sarah and Mark + anyone else interested)

III. Will start with 7:30 liturgy celebrated by Msgr Keeney, will include Virtus training and some combination of team building, spiritual development and lunch

**VIII. PC input of what to do with surplus funds**

Monsignor: I need to go, but I want to bring something up. The finance council brought up that we do not have enough money to hire a full time justice & charity. We do have enough to hire a

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part-time charity person. We would be \$35K in deficit if we hired a full time position. If we add a 20 hour part-time position we may have a \$13K surplus. We will probably will need to help due to an anticipated recession & also with inflation. We also had a request to put items in the budget to help with Hispanic ministries. The Hispanic leadership came back with \$6 for activities and \$3 for materials. This is an example of how the FC & PC can work together. The PC can help to identify priorities.

**\*\* Monsignor departs meeting and is not part of the following discussion \*\***

Rob (FC): I am coming from the background of having a career at a local commercial bank. There are three small churches in the C'ville community that have all done well that "started from scratch" and have done very well. The common denominator with these three churches that is an outreach coordination/role. This person works to outreach opportunities, identify revenue streams, handle donor management system, community partnerships, community engagement at church level (e.g. posting pics of wedding), etc. We felt that this could be used an example by which Incarnation could benefit: to higher a "community coordinator"

Mark: How would this differ than Missy's position?

Rob (FC): someone who focused on the announcements to reach people in both communities?

Mark: but isn't that Missy's job?

Rob (FC): this person would be more dedicated to engaging the communities & active presence on the platforms that already exist. We had discussed the idea of an Incarnation App. This person needs to have some type of authority to speak on behalf of Incarnation.

Steve: Missy is in charge of Religious Education, so this would be a position dedicated just for engagement

Rob (FC): Yes, we need someone who is dedicated simply for this

Marisa: There are many events that the Spanish community has to celebrate different holidays, etc, and many people are tired of contributing their personal finances to make these happen.

Rob (FC): I've been on the FC for 6 years and this is the first time we have a request from the Spanish community. It is unclear if this is an ongoing (annual) need or a one-time need

Carmen: it would be very helpful to have a itemized plan of where the money will be used

Rob (FC): we would like a list of all social events over the year and then consider fundraising for the total cost

Mark: going back to the communications position – if all we can afford is 10h a week, is that enough to start this position.

Sarah: Point of clarification: the Charity staff position is not the same as the communication staff position? Would the responsibilities overlap?

Rob (FC): these two positions would work in tandem, but it would be difficult to find someone who would be able to do both

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Steven: the number of hours per week could not exceed 28 hours per week,

Marianne: Missy was volunteering the communications role and entered into the Religious Ed position after Erica left.

Marianne: We also need to keep in mind that all staff are doing much more than what they were originally asked to do

Mark: I recommend that we try to come to a consensus:

- Option A: communication position 10-20/week
- Option B: Fund Spanish ministry request
- Option C: do a little of each with some adjustment of the amount given to Hispanic community (a little of both)

6 "votes" for both, 2 "votes" for funding the Spanish ministry

Meeting close 9:06P. Closing prayer led by Mark.

*Rev. Msgr. Timothy E. Feany*  
*April 26, 2022*

*Mark Nichols*

*Mark Nichols*  
*Pastoral Council President 4/26/2022*