

CHURCH OF THE INCARNATION
Pastoral Council Minutes
May 26, 2022

Attendance:

Lesly Aleman	Marianne Kish ✓	Marisa Yopez
Michelle Edwards ✓	Mark Niehaus ✓	Sarah Jones ✓
Carmen Chandross	Will Cecere	Monsignor Keeney ✓
Patti Clifford ✓	Steven Sisman ✓	

Meeting called to order at 7:07 PM.

- I. **Opening Prayer:** Night Prayer led by Marianne
- II. **Approval of minutes.**
 - A. Motion to approve April minutes with minor grammatical changes made by Mark. Passed unanimously.
- III. **Discussion of Synod on Synodality:**

Sarah: in general, the themes of discussion brought up in our parish were consistent with what we have been discussing, which is reassuring.

 - Communion
 - o Sarah: in general, one of the positives include that many of the same issues brought up in the PC synod on synodality meeting was echoed in the parish-wide synod on synodality. A specific positive note from the communion document was that the message discussed in the homilies seem to be on point.
 - o Steve: I'd like to highlight one of the last sentences, that preaching should connect to everyday life. This may be approached by having common themes during consecutive masses
 - o Michelle: Yes, I agree that sometimes a more powerful concept could be discussed if the message extended from one mass to the next
 - o Steve: I like how the masses are recorded. This way you could go back to a prior mass to follow the message
 - o Sarah: we could consider selecting out the audio clip and string the series together
 - o Mark: a few things that spoke to me that: 1. I agree with Sarah that it was encouraging that many themes in our pastoral council session were mirrored in these documents, 2. This document was complete when discussing those on the margin which were people other than those who were married with a family and without special needs.
 - o Mark: two negative take aways: "things have broken down" and "we are two parishes"
 - o Monsignor: there is a difference in understanding about what the "ideal unified parish community" actually is. The Anglo community wants a single community that worships

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together. The Hispanic community would like one community within which two ways of worship can happen. This is something that I've been trying to work through.

- Monsignor: one thing I've noticed is there is a lot of diversity when you're giving communion. We have folks who attend who are Filipino, Indian, African as well as some African-Americans.
- Michelle: it would be very helpful to communicate results of our parish's synod on synodality
- Monsignor: Tom did schedule it and we've said its posted.
- Michelle: perhaps communicating this in other ways
- Mark: this is a good segue into our second document
- Discussion and Dialogue
 - Mark: in this document it is stated that Town Halls may be available. At this time I [personally] cannot commit to attend more Town Halls
 - Monsignor: the Friday chats were meant to introduce leaders in our parish
 - Mark: would it be possible to get the Friday chats through audio? Some people listen to audio but not video. It would be great if this could simply just come up in your podcast queue
 - Mark: to be clear, I am more interested in dialogue rather
 - Monsignor: this is where small groups is helpful.
 - Monsignor: there are some people who still do not understand that the church is not a democracy.
 - Mark: I do like how this document identifies "Pro-Life" in ways other than those pertaining to pregnancy
 - Monsignor: Abortion is just one of the many concerns of our Church. At Incarnation we've made a concerted effort to push IMPACT, THRIV, PACEM and many other charitable works.
 - Sarah: I'm looking forward to having a communications person. I also wanted to mention that the idea of a digital bulletin board to further advertise our involvement and volunteer opportunities within our community
 - Steve: I want to point out the 3rd paragraph "divisions" and 4th paragraph. How do we change the perception of laity being expected to "pray, pay and obey?"
 - Monsignor: This seems like a concept from someone who has not attended mass in a very long time. I know that our messages do not communicate this. Very few of our homilies are about obedience and discipline.
 - Steve: I think that these comments comes from a lack of trust.
- Participation and Mission
 - Sarah: the theme here seems to be that it is unclear what the role of the laity is and whether the laity is valued for their contributions
 - Monsignor: what is not appreciated is that I do not make a decision without getting input from staff, finance council & pastoral council

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- Mark: the last paragraph was very well written. The idea of needing to empower our lay leadership. In my couples group, there was a desire to specifically have women lifted up as leaders
- Monsignor: In most of our diocese women are the active leaders in the church
- Steve: it would be helpful to clarify "who is who" at Incarnation
- Monsignor: the only thing I am concerned about is that people should not feel limited to only what is currently available through the ministries
- Marianne: I see the "pray, pay and obey" there is a perception that we're not "Listening" and people are not "being heard"
- Monsignor: sometimes "to be known" in the parish means that you should step forward and contribute so you are known.
- Steve: you could consider a "get to know your pastor"
- Monsignor: I do not feel that I am effective one-on-one, but instead I am effective connecting with groups. I have to do this regularly with the Hispanic community to fill in for Fr. ^{Jaime} ~~Heim~~. There are many people who want me to be there for the house blessing, but if I did this for everyone who asked it would easily take up all of my time outside of mass and confessions
- Sarah: it seems that the challenge is how to empower people to lead small groups
- Mark: an idea we've discussed a few times is that we could expand the pool through a Ministry fair
- Executive summary of the diocese
 - Monsignor: this is the executive summary of all parishes throughout the diocese. This will become a 10 page document
 - Sarah: I recommend that we plan to discuss this at our July meeting.

IV. Subcommittees (Sarah):

The hospitality committee did not have a chance to meet since forming at the last meeting

The Multicultural parish did meet, but not all were present and it would be helpful for us to meet again before presenting to the PC

V. Recap of PC Retreat (Mark): our personal contributions to the monastery were generous: a total of \$400. Our goal is that this becomes a regular part of the PC

VI. Sarah: Please note that the Deanery 10 meeting will be on Tues June 21 at 7pm. Meeting location TBD

VII. Pastor's Notes (Monsignor):

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- We will be advertising looking for a liturgy coordinator as Vonnie has been offered a full time job at the McIntire school
- We signed a contract with Dixon studios (\$10K) to do the studies for the capital campaign, provide drawing that we will need for town hall meetings for the capital campaign
- Fr. Dan Molochko will be coming in. He is a former paramedic and veteran who was in Iraq. He was “into cross fit”. He does not speak Spanish, so the first six months will be a language intensive. Some things will be a direct transfer (e.g. young adult group) but some things will not be a straight exchange. He’s only 3 years ordained and has had two prior assignments in east VA. In the past he has done chaplaincies with paramedics and firefighters.
- There are two seminarians coming. Their names are Peter and Paul. This is the first parish assignment for both of them. One of them happened to be one of my parishioners who I’ve known since he was 12 years old. They will be arriving Saturday and will be here until July 31st, then back during Christmas and Easter.
- There is a new priestly program for formation that is “hot off the presses” that changes the way formation was thought of. Before you were a pre-theologian/ philosophy 2, then theologian 4, then deacon then a priest. We added a pastoral year in that. There was a propaedeutic year, that does not necessarily happen in the seminary. They are learning about prayer, where there may be gaps, catechetical formation. Then a period of discipleship. Then there would be where you are learning the theology and as you’re making a decision for candidacy for priesthood. The discipleship period is scheduled for 2 years but can be extended. What they’ve found over the years is that folks have come right up to the ordination date but they have not made a decision. We used to talk about 4 pillars (Human, intellectual, spiritual and theological formation), but now we use terms of four dimensions because they interact with each other. The biggest change is that when you finish theology you would be ordained a deacon and then in synthesis with a parish for a year, called to ordination from the parish. They are just learning about this now. This may have an enormous effect of US church because they will be much more involved in parishes in the beginning and end of their formation
- In other news, Jamie Gibson is evaluating the “needs of our facilities”
- We had an External Audit and were told the parish is using “well respected auditing principles”
- Mark: it was important to know the audit was completed and there were no recommendations for change
- Monsignor: we’ll be audited 2 years out of every 3, one independent auditor through the diocese and one year with Ray Fallon

VIII. Open forum

Marianne: is there anything we can do to help Fr Chris with his departure?

Monsignor: We will have an event to say goodbye to Fr Chris as on June 25 & 26. I’m asking Fr Chris to be packed and moved into the apartment by the Thursday beforehand and move his belongings to above the garage so that we can paint & purchase new linens for the new priest. I don’t know if Fr Chris needs help with packing books and things. He may not ask, but I know that would be appreciated. We will need to move furniture bc Dr. Dan has a sauna that I need to accommodate

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Monsignor: if someone wants to do a welcome basket for Fr Dan, that would be very helpful for me.

IX. Takeaways

- Our next regular PC meeting will be in July as the event in June is a social gathering at Monsignor's house (630p instead of 7p)
- Please review the Executive summary of the diocesan synod on synodality to discuss at the next meeting
- Sarah: I will find the location of the Deanery 10 meeting on June 21 and send this out. It would be good to have at least 1-2 PC members attending
- Please complete biosketch & send to Missy Bishop if you have not already done so
- The subcommittees should meet prior to the PC meeting in July and should be ready to report to the group. We will use the remaining time for the subcommittees to coordinate their schedule to set up the next meetings
- Monsignor: I recommend that the PC consider having a subcommittee dedicated to "how to implement small groups"

Meeting end 850p

Rev. Msgr. Timothy E. Keenan
July 27, 2022

Sarah M Jones, MD 7/27/2022

