

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

Attendance:

Lesly Aleman ✓

Sarah Jones ✓

Aaron Sanchez✓

Marta Daley✓

Deacon Jose Cuenca ✓

Marianne Kish ✓

Carmen Chandross ✓

Patti Clifford ✓

Marisa Yopez✓

Monsignor Keeney ✓

Michelle Edwards ✓

Will Cecere ✓

Jose Luis Hernandez✓

Elsa Castillo ✓

Absent: Mark Niehaus, Steven Sisman

Meeting called to order at 7:02 PM.

I. Opening Prayer: Night Prayer led by Patti

II. Approval of minutes.

Motion to approve minutes from July with a few grammatical/spelling errors made by Marianne and seconded by Will. Unanimously approved.

III.Update from Hispanic Leadership

Sarah: Would you be able to provide and share some of the upcoming activities planned for our Spanish Community.

Jose Luis: We had a meeting yesterday, Tuesday 26th with Monsignor. We discussed that some financial help is needed to implement and promote some of the activities for our Spanish community. We have a list of possible events scheduled for this year to help increase funding. We need more help from other ministries in our Spanish community to make all these activities happen. We also need to have a budget to finance all the events that we are planning to make. Monsignor is offering opportunities for fundraising. We talked about selling food, tamales, and refreshments after the 1:30pm mass to increase funding. We are trying to create opportunities where our community can participate and enjoy some time together.

Monsignor: Would we be able to sell any food and tamales at the 9:00am or 11:30am masses?

Jose Luis: We definitely will consider selling tamales after all masses on Sundays. The first activity will happen on Sunday July 31st after the 1:30pm Spanish mass. We will celebrate a Spanish Novena Mass at 7:30PM on Monday, August 1st in honor of the Divine Savior of the World. Additionally, there will be a celebration on Sunday, August 7 after the 1:30PM mass in the Parish Hall. We will need a lot of help to organize this celebration.

Monsignor: The mass to celebrate the festivity of the Divine Savoir of the world will be on Friday, August 5th at 7:30pm.

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

Marianne: is there a way to communicate these activities to our English-Speaking community so they can also participate and have the chance to attend these celebrations. I am pretty sure that some Parishioners including myself, would love to buy some of the food, especially the tamales. How can we make this communication easier for both our communities to happen in English and Spanish?

Marta: Some of our Spanish parishioners use WhatsApp to send messages and communicate in groups. They share their phone numbers, make group connections and are able to communicate with each other. This is an app that people also use for international calls as well and it is free.

Carmen: It would be a good idea to print the list of upcoming activities and post it in the bulletin board in both English and Spanish. This way everybody can see it while attending mass or walking in the hall during daily masses.

Monsignor: We are considering bringing back the announcements on the TV. Mandy Kowalski will oversee posting of these upcoming church activities. I think that this will be an easy way to see activities on display.

Sarah: Also, to get more advertisements, you can get together with Missy and send the information. She will put it in Flocknotes and coordinate some of these upcoming activities. Jose Luis, Marissa and Carmen can help present the announcement. That way our community can get all the information needed and be able to participate in future activities. Are there any other updates from our Spanish community?

Jose Luis: There is also an update about our youth group. They are usually meeting on Tuesday evenings and had a retreat last weekend. This is a Spanish youth group that is connected to the youth ministry with Patrick. So far there are a good number of kids assisting on a regular basis.

IV.Mission opportunity for small groups, presented by Stubenville

Sarah: This seems like a good opportunity to transition to the discussion of small groups.

Monsignor: I want to give an update on a project that we are considering to be very beneficial for our community. I would like the Hispanic leadership to give their opinion. Father Dan approached a mission opportunity by Franciscan University at Steubenville. The purpose of this mission is to establish small Faith sharing groups in our community which consists of groups of 4 or 5 people of the same sex and same language. This mission will help to determine the leaders that will potentially continue with the program in the future. This approach will move the parish in the direction that was planned initially and can be very beneficial for our community. The good part of this approach is that there will be no need for staff to conduct these groups. Parishioners will get together with their friends, they can discuss some topics together, meet at flexible times and

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

they will have no space issues in the process. There will be material available that this mission will provide for groups both in English and Spanish. The cost for this program is \$10,000. The idea is to help finance the cost of the entire program. We are considering financing it by selling tickets for a retreat. The cost will be \$25.00 per person to attend the retreat. I'm not sure if this amount will be realistic and affordable. There is a concern about the money and participants in our Spanish and English communities. This mission group will be providing the training and will also be working with us for about 8 months, or until we can learn how to conduct the program on our own. They will provide material and conversations both in English and Spanish. The intent will be to make a bilingual retreat What do you think about this? Small faith sharing communities talking about the gospel

Marianne: There is also documentation provided in workbooks. I did some research about the program online. Usually, the topic will lead the discussion. Is this program similar to the Alpha courses as people were gathering in groups as well?

Monsignor: The Alpha groups introduces the faith, and it has a certain number of sessions. The new groups that we want to start will last longer and will provide more sessions.

Lesly: Will the people who start these sessions become the leaders?

Monsignor: That is the idea. We hope that everyone can be involved.

Lesly: What are the ages for starting these groups? Is it 18 years and older?

Monsignor: Yes, that would be preferable. Groups have to be guided by adults. People will be involved and participating in the training before they get together in small groups.

Lesly: How much time do we have to decide?

Monsignor: Lead has to start in 8 months we must think about the budget and how to finance it.

Sarah: How much will the Parish need to do in term of having volunteers and staff available to help?

Monsignor: The mission is going to form these leaders while doing and developing the program, We won't need direct assistance from staff. All our community groups have something in common and with this new project everybody can do their best to integrate more as a church community. This is an invitation that will allow more people to participate in small groups. We need to talk to Finance council and find ways that can help finance this program. It must be a onetime fee only \$25 dollars might not be realistic for our Spanish community. Our parish might be able to finance the cost of the program.

V.Update on open staffing positions

1. **Introduction to Marta Daley**, Ministry of charity and Justice

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

Martha: I started working at Incarnation in January helping Missy Bishop with the Children Christian Formation program. She was assisting mostly our Spanish community. In July I started in July working in the Ministry of Charity and Justice: Helping with Financial Assistance, Pacem, Food Pantry, Impact. She has a teaching background and religious education. She wants to see herself as a bridge between both our English and Spanish communities.

Monsignor: Marta's position is mainly to provide resources to our community. She can work with Sin Barreras as partnership and making connection with other groups within our community.

Marianne: How do we put our faith into action, how can we have families engaging in our faith and service?

Monsignor: That is a good point. We will try to accomplish this by developing teams of people and engaging them in groups, make it easy for them to grow up independently.

Marta: that is what we are trying to do.

Sarah: Communication is a very important point

Marta: WhatsApp is a way of communication, keeping in mind who our audience is, making sure everybody is on board, having several perspectives in mind she can get people involved and make connections.

2. Izzy's retirement

Monsignor: We are planning to have a celebration in the office. Jane will take 5 more hours to cover some of Izzy duties.

3. Open staffing positions: Facilities Manager (40h/week) and Communication position (part-time)

Monsignor: We have 1-2 applications from very good candidates, but I'm hoping to have more before we start the formal interview process.

VI. Virtus training

Sarah: Marianne sent out an email too all regarding Virtus training.

Marianne: Virtus training is a priority of the pastoral council and is mandated by the Diocese for anyone who will be working with children.

Monsignor: Missy will help with paperwork and organizing Virtus for young adults is a next step, if possible

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

VII. Deanery 10 meeting update

Marianne & Michelle: there were several things that could have been made more clear for this meeting. The start time was unclear and we were not sure how the time was going to be used. In general, we wished there was less time spent on introductions/presentations and more opportunities to collaborate and work directly with other parishes. There was a 45 min presentation that could have been shortened to 10 min.

Monsignor: I will be meeting with pastors from other parishes soon. It would be helpful to have a written summary of your concerns to apply to future Deanery 10 meetings.

VIII. Pastor's Notes

Monsignor: There are a couple of efforts we're putting forward in the Hispanic community. One is to start a Men's Hispanic Knight's of Columbus group. I don't mean to minimize the leadership of the English speaking KOC, but the cultures are very different and many of the Hispanic men – who in general are younger – may not feel naturally drawn to the current parish's KOC.

Monsignor: We also have identified an opportunity for Hispanic children outside of Charlottesville to attend the Charlottesville Catholic School with a significant discount to the tuition due to outside grants. I plan to learn more about this and then will approach the Hispanic community when I have details.

IX. Open Forum

Michelle: 30 people from incarnation attended the Tom Socks event hosted by the hospitality committee. People had a good time, as this was a perfect time to connect with other parishioners in our church.

Marianne: Our FIRE families will be coming together for a celebration for Tif & Al Reynolds, for their dedication to this ministry and to our parish.

Marianne: The Green Team is also organizing an event for climate change & the choir is raising money for their trip to Carnegie Hall. I thought it would be fun if the PC had a table at this event. Please let me know if you are interested.

X. Meeting takeaways

CHURCH OF THE INCARNATION
Pastoral Council Minutes
July 27, 2022

Sarah: this was a long meeting and there are several takeaways.

- It was nice to hear from the Hispanic leadership & hear Marta's efforts coordinating & communicating between the English speaking and Spanish speaking communities. We will keep in mind the Fiesta San Salvador next weekend and Carmen will be a point person for Hispanic leadership to notify the PC of upcoming events.
- Monsignor will be speaking with the Steubenville mission group tomorrow, so I anticipate revisiting this will be an agenda item for next meeting.
- We will also plan to discuss the ministry fair, which has come up a few times, at the next meeting. The goal of this will be information rather than using this Fair itself to recruit volunteers.
- We will try our best to complete Virtus training in our own time
- Marianne, Michelle & Sarah will compose a statement for Monsignor regarding our experiences attending the Deanery 10 meetings

Closing prayer led by Monsignor Keeney 8:58p

Sarah M Jones 9/5/2022
Sarah Jones

Rev. Msgr. Timothy E. Keeney
Sept 20, 2022