

CHURCH OF THE INCARNATION
Pastoral Council Minutes
(Joint Meeting with Finance Council)
Wednesday, February 15, 2023

Attendance:

Pastoral Council Members

Monsignor Keeney
Carmen Chandross
Michelle Edwards

Sarah Jones
Marianne Kish

Elena Riestra-King
Steven Sisman

Absent: Patti Clifford, Mark Niehaus, Tom Noble, Mike Riley, Marisa Yopez

Finance Council Members

Robert Chisholm
Michael Crawford

Leah Hernandez
David Keller

Tom Strassburg
Bryan Vides

Absent: Ana Rosa, Jane Lilly

Meeting called to order at 7:10 p.m.

Opening Prayer: Night Prayer led by Sarah Jones

The meeting was with members of the Pastoral and Financial Counselor as requested by Monsignor.

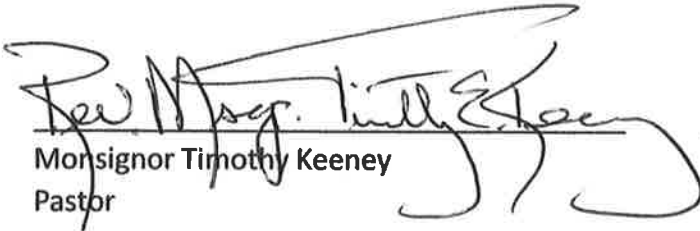
- I. Approval of Minutes - None
- II. SECURITY INCIDENT:
 - Monsignor updated the councils about an incident that was reported regarding a man who was trespassing. Police were called and the man was identified as mentally ill and police took him into custody.
 - The church has strict security measures for the safety of everybody. Cameras are all around the building and the church will be open one hour before each Mass and closed ½ hour after the Mass.
 - Where there are evening meetings, members will come to the church by the door at the back of the church, and a person will be inside at a desk letting all members in until the meeting(s) come to an end.
- III. BUDGET STATUS:
 - Financial counsel gave information on the budget.
 - They have been able to balance the budget and keep specific needs for salaries and living wages for everybody. Salaries had to increase because of inflation.
 - Increase in targeted giving. Decrease in general weekly collection.
 - Justice position cannot be fulfilled.
 - Charity position is budgeted at 30 hours.
 - Communication position cannot be filled fulltime.
- IV. BUDGET DISCUSSION:

- Overall costs are increasing.
 - Increase need to address Building & Maintenance issues because the building is getting older. The HVAC system has to be changed.
 - Monsignor provided information on the vision for the parish including possible design of a remodeled church. Any change to the worship center will require that we install pews.
 - Are people hesitant to give?
 - Costs are increasing but base has gotten smaller
 - Small group is not growing
 - Many of our large donors have passed away
 - Effect of the church sex scandal has reduced giving
 - Discussion on how to attract new members.
 - We are a mission church and we have many missions.
 - We have a mission in Crozet, we are a multicultural parish.
 - We have a communications position that is critical because we are a multicultural community that other parishes are not. There is a need to have communication in both languages.
- NOTE: Sarah Phillips is able to increase her hours to take on additional responsibility of Facebook and website. Hours will go from 25 to 29. Sarah is bilingual.
- Due to financial constraints, it is difficult to fund all missions.
 - The budget is very lean. Monsignor indicated that when there are budget constraints it usually effects the staffing.
 - There is an increase in the numbers attending Mass. Contributions are not increasing.
 - As many members in the anglo community specially do not handle cash, the idea is to begin going digital. We could add a card to the collection basket. The card will have a QR code or information on where to go online to donate.
 - Both councils thanked Monsignor and Fr. Dan for the great job they do every weekend at the parish and still taking care of Incarnation and Crozet also.
 - Pastoral Council Priorities
 - Evangelization / Hospitality
 - Multicultural Parish – Marianne reported on the work that the multicultural committee is doing. Goals for this committee include: increased communication and targeted collaboration with both communities
 - Hispanic Subcommittee is part of the Pastoral Council
 - VALENTINE'S DINNER:
 - It was a success with attendance of 50 couples.
 - in the process of seeing the reconstruction of the church we will consider what type of kitchen needs to be in the new building.
 - If the kitchen would be redone as a catering kitchen we can consider renting the space for different spaces and in that way having extra income.
 - QUADS: It will be a good start after Life of Christ, Alpha, and even Cursillo. We still have to be looking into ways to get more people to church and that people will be happy finding Jesus.
 - Monsignor would like to create a working group for discussing Parish Architecture.


V. BUDGET DUE DATE: Budget has to be approved by May 15 in accordance with Richmond Diocese.

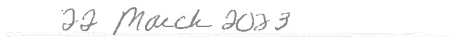
Meeting was adjourned at 9:30 p.m.

Monsignor thanked both committees for all the work and give his blessings.


Monsignor Timothy Keeney
Pastor


Date Signed


Michelle Edwards
Pastoral Council Chair


Date Signed

