

**CHURCH OF THE INCARNATION
Pastoral Council Minutes
Wednesday, April 26, 2023**

Attendance:

Pastoral Council Members

Monsignor Keeney
Carmen Chandross
Patti Clifford

Sarah Jones
Marianne Kish
Mark Niehaus

Tom Noble
Elena Riestra-King
Steven Sisman

Absent:, Michelle Edwards, Mike Riley, Marisa Yopez

Meeting called to order at 7:00 p.m. with everyone on Zoom
Opening Prayer: Night Prayer led by Mark Niehaus

I. Approval of Minutes

- A. In Michelle's absence, the meeting was led by Tom Noble, Vice-Chair,
- B. Approved March 2023 minutes. Motion passes unanimously.

II. Subcommittee Reports

A. Multicultural Committee

- o The committee met on 04/19/23. The committee feels that we need to continue to work on communication between English and Spanish communities. We have to be clear that even though there are many activities from the Spanish community, not all events are OR should be bilingual.
- o There was an open discussion at the committee about our progress in building a multicultural community. The committee felt that there is a growing awareness of the events hosted by our Spanish community. We have seen improvements and feel that there is still a lot of opportunity to grow.
- o Divine Mercy was a success and a complete bilingual event. There were many English-speaking parishioners that attended. We acknowledge that one of the challenges is that events usually happen after all of the Sunday masses, which means the English-speaking community would have to return to mass to participate.
- o One story shared with the committee was that a long-time parishioner didn't know about the Living Station of the Cross presented by the Spanish community. This has been a long time highly visible event in our Spanish community but the awareness in the English-speaking community is very low. An idea was to have a script written in Spanish and English so everyone could follow along.
- o Some Parish Council members felt that the Spanish speaking parishioners were doing spectacular job offering vibrant events that engage the community which are highly attended. There is a lack of this same enthusiasm in the English-speaking community. How can we change this? Not every event can be OR should be bilingual.
- o Monsignor noted that an opportunity for both communities to attend and event is when Bishop Knestout will be at Incarnation presiding over the Confirmation Mass. This will be on Wednesday, May 4 at 7: 00p.m. Monsignor asked the council to please attend to support all parishioners.

B. Hospitality/Evangelization Committee

- o No report

III. Report on Quads

A. Monsignor shared the following Quad formation information:

- o English community: 4 groups - 2 women and 2 men. Al Reynolds is the coordinator for these groups.
- o Spanish community: 7 groups - 5 women and 2 men. Monsignor is not sure who the coordinator or leader is for these Quads.

B. This initial launch will be conducted over the next year. Then we will evaluate whether or not we will bring the Steubenville Mission to Incarnation at a cost of \$14-16K.

C. Steven has one person in his quad group that is from Cursillo. It seems that quad is a continuation from Cursillo and/or Alpha programs.

IV. Pastor's Notes / New Business

A. Finance Council Updates

- o The fiscal budget has been submitted.
- o Increase in staff salaries which is up 4.5% for everyone. This is the biggest line-item increase in the budget.
- o Decrease in our budget because Crozet will be absorbing a bigger portion of salary from 25% to 37% of priest.
- o Increase due to added \$12K for Marriage Enrichment programming.
- o Increase due to the purchasing of new kitchen equipment. The condition of equipment is fairly new. Our current kitchen equipment is nonpractical and difficult to use:
 - new dishwasher that will wash dishes in 3 minutes.
 - new table ice maker.

NOTE: Monsignor wants to form a subcommittee to work on kitchen design. Do we want to do something more radical with the kitchen redesign. Pastoral Council suggested food warmers as a big item. Monsignor asked the council to come up with names of parishioners that serve.

- o Increase to \$15K for the Spanish ministry budget. Bryan and Anna Maria from Finance Council will be working with and guiding the Hispanic leadership team.

B. Easter Holiday


- o Monsignor asked for comments on the services of Holy Thursday and Good Friday. Most of the council indicated that the services were beautiful.
- o Easter Vigil - we all thought that it was a bit too long. However, Monsignor indicated that because of the bilingual service it has to be longer than expected, and this year we had a tremendous number of baptisms.
- o Commentary about the candles that some were dripping, and the attention had to go to the candles to avoid any problem. For next year yellow candles will be used that are non-drip and bobeche (candle dripping protectors) will be considered.
- o Livestream was only available for Easter Vigil. Next year, we hope to have all Masses livestreamed.

C. Mass Attendance & Giving

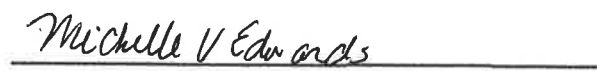
- o In general, there are about 1,000 more people attending Sunday Mass, however, only 100 dollars more in the baskets.
 - o Mass attendance at all three Charlottesville area parishes is up.
 - o Online giving is up.
 - o Mid-week collection is down.
 - o Casual Catholics seem to not be coming back to church.
- D. Parish Security – Trident Shield Proposal
- o Monsignor talked about parish security as it is an extremely important topic.
 - o Trident Shield's worklife safety program presented an assessment and complete program.
 - o There will be cameras around and we need parishioners volunteering during Sunday Masses to watch the cameras.
 - o There will be personnel training for the entire church. Staff training will be covered by the parish. Additional training for volunteers and other parishioners is being considered.
 - o Additional expenditures for parish safety items are being considered. Monsignor will be taking Pastoral Council and Finance Council feedback as advisement.
- E. Upcoming Events
- o Monsignor indicated that donuts and coffee set up will be moved to courtyard for Mother's Day since the Parish Hall will be used for an event.
 - o Youth Ministry is exploring doing a Mission Week where projects e.g. repair, landscaping, general household improvements, etc. can be considered for Townwood community. The Diocese hosts a mission, but we are looking to do something local in our own community. Patrick Drury and Jose Luis Hernandez are working on this effort.
 - o There will be a procession for Corpus Christi
 - o Pentecost Vigil is not as long as Easter Vigil, but it is a bit long.

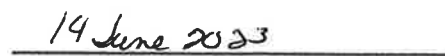
Monsignor led us in the final prayer/blessing.

Meeting was adjourned at 9:00 p.m.


 Monsignor Timothy Keeney
 Pastor

 14, 2023
 Date Signed


 Michelle Edwards
 Pastoral Council Chair

 14 June 2023
 Date Signed