**Newman Hall – Holy Spirit Parish Council Minutes--*DRAFT***

June 9, 2020, 7:30 – 9:00 pm

**Attendees:** Amanda Wehrman (Chair), Fr Steven Bell; Bob Gannon; Brandon Azali; Frank Rockwood; Fr. Ivan Tou (partial); Jimmy Chim; Jimmy O'Dea; Kimi Hebert; Linda Safarik-Tong; Ned Niccolls; Walt Lindquist; Youali Ramirez; Lina Gannon

*Secretary: Ned*

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| 7:30 - 7:35 | **Opening Prayer:** Ned |
| 7:35 – 7:40 | **Adopt Minutes from May;** Adopted |
| 7:40 – 7:45 | **Review of Parish Council Purpose and Ground Rules**   * See next page. Amanda reminded us of the challenges of working in complex meetings. |
| 7:45 – 8:25 | **Open Forum on Racism and Police Brutality:** Father Steven   * Debrief of open forum:   + 61 views, with more than 61 people participating because many of the views involved more than one person. The forum went over two hours, with not as much “Zoom fatigue” as often happens in such long meetings.   + Many themes came up, with most of the energy coalescing around two themes: “History, Influence and Pervasiveness of Racism”, and “Directions, Results, and Influence of the Protests”.   + See Father Steven’s “Newman Critical Conversation” notes issued less than a day after the meeting.   + Fr Steven is preparing for future meetings; most likely every two weeks. He will document thoughts and information on some form of written tool, available to all. This will include reference material such as statistics from the view of both society and the church.   + Jimmy C: this forum was a great idea to let people share concerns and to let others know what is happening. While the next set of forums will be about racial justice, this format will likely continue in the future with other topics such as environmental issues and role of women.   + Amanda: strongly support the focus and providing the structure to rally around particularly important topics   + Youali: Really liked the aspect that people could express what is on their mind….one thought is as we learn we can then start to formulate a sense of what our role can be to help *(Youali, please check that I captured your thought correctly).*   + Fr S said we have lost the third space where we can truly have discernment and work through the issues. The first step is to be open and allowing venting, and then in the future help shape it.   + Jimmy C: Fr S really teed it up well. Great participation. Very savvy facilitator. In the future we will probably not have time to go over all the ground rules…refer to them   + Bob G: Is concerned about overlap with various groups, and so much going on.   + Fr S: The reality is that (we are a) community of communities, and therefore there will be overlap. Agree there should be greater sharing. Church life is strange. And consumerism is a danger….we cannot take away…it actually will factor into race issues. More to come on this.   + Bob G: we cannot let consumerism dominate. *(Bob, please check that I captured that correctly).*   + Brandon: can we record the Zoom sessions? Fr S: yes, we are recording them.   + Kimi: Fr S, is there a concern that some things may be taken out of context? (Answer): Yes, that could happen but that is why the sessions are recorded.   + Amanda: We need to reinforce being thoughtful of where we put our energy, especially at the Action stage. *(Amanda, please check that I captured that correctly).*   + Walt: when Fr S mentions a project…is it possible to set a goal, and then see if we are achieving it per metrics? Fr S liked this comment. Further discussion led to Fr S saying his intent is to change the culture.   + Jimmy C: do we have a feel how long this will take? Fr S: that requires more conversation to know.   + Fr S noted that Fr I had asked him (Fr S), if a statement could be put out that represents the Newman community? Fr S replied that he needs to spend more time with the community….but that ultimately this could be the voice of the parish.   + Amanda: noticed that student community was not fully represented in the forum. Fr S noted that perception was understandable, but Student Ministry Team leaders were engaged and helped craft the first discussion. Fr S is confident that students will respond and be fully engaged. (Later, Lina noted that an email that was supposed to go to students was mistakenly not sent so that may have resulted in fewer students participating).   + Kimi: UCB has a course on racism, but it is totally secular. Therefore, this forum will be of great value for Christian students.   + Fr S: to Amanda’s question “How Can We Help”. Fr S says it is very difficult when your identity is on the line. The biggest help at this point is to simply understand. Even he himself is not always at 100%.   + Amanda: we do need to build a culture of patience and support, even if is just listening.   + Bob G: noted Fr Steve impressive words in his recent homily about how devastated he would be if something were to happen to Fr Steven. * Later:   + Fr I asked for a brief overview of the Fr S’s Newman Critical Conversation debut…brief summaries followed consistent with notes above. Fr I’s sense is that we can overthink things, need to get a balance of thought and action.   + Walt: with Covid Lockdown it could be an especially long process.   + Fr I: Noted refugee and Loaves and Fishes ministries as a possible example. We can still support an effort to address a need without necessarily having all the resources. For example, part of the support may simply be financial, maybe we can move some money to a new ministry. Keep that in the back of your minds.   + Bob G: A lot of groups are doing a lot of things…Faith in Action is one group that can use not only money but also support which can be provided virtually.   + Walt: like that idea.   + Amanda: would also be interested to see what other church related groups might offer or already be doing. * Discussion of proposed action steps (no discussion, we are not at that stage yet)   + For staff   + For Parish Council   + For the Parish at large |
| 8:25 – 8:55 | **Pastor’s Updates**   * Discussion of Presbyteral Council meeting re: Berkeley churches   + Report out from meeting: No decisions made yet. * Other updates from Pastor’s Notes: not discussed. |
| 8:55 – 9:00 | **Future Agenda Items** (Prior to Fr I joining the meeting):   * Update on outreach calls: “Where are we”   + Linda is calling 10 O’Clock Mass parishoners each Sunday afternoon, typically it takes 3-5 minutes each, short but nice. If she is not able to reach them, then she leaves a short message including how to contact Newman. Linda is doing K-L, while Bob G is doing Z going back up the alphabet, also for the 10Mass.   + Bob: Most of the time he cannot reach people the first time. About 1/3 people respond back later to the message he leaves and follow-up email which includes the parish number and his own number. All have appreciated the reach-out. There is really no hurry.   + Amanda: had not made as much progress as she hoped, same experience with the rate of pickup and return.   + Walt: it is going slowly…a quarter of the way through the 100 people at 7:30Mass… A high percentage of people he did reach said they no longer go to mass. * Plans for when the Parish reopens * Parish Council recruitment for fall |
| 9:00 | **Closing Prayer:** Linda used a modified Paulist Prayer…ambassadors of reconciliation**.** |

**Next Meeting:** Tuesday, July 14, 2020, 7:30 – 9:00 pm

Purpose of Parish Council (*adapted from Feb. 2020 meeting discussion*)

* **The Parish Council is an advisory body.** Our primary purpose is to support and advise our Pastor.We are the collective voice of the Parish community, sharing feedback from the community and providing advice on pressing issues of the day.
* **The Parish Council is a strategic body.** Our job is to look at the big picture and evaluatewhether we are on track as a Parish. Are there ministry needs not being met?
* **The Parish Council is an active body.** As appropriate, we can volunteer to take on tasks that need support beyond staff capacity. However, Parish Council meetings are not designed as working meetings; rather, to ensure sufficient time to carry out our advisory and strategic roles, action steps should be assigned and acted upon outside of Parish Council meetings.

Ground Rules

* **State views and ask genuine questions.** This enables the team to shift from monologues and arguments to a conversation in which members can understand everyone’s point of view and be curious about the differences in their views.
* **Share all relevant information.** This enables the team to develop a comprehensive, common set of information with which to solve problems and make decisions.
* **Use specific examples and agree on what important words mean.** This ensures that all team members are using the same words to mean the same thing.
* **Explain reasoning and intent.** This enables members to understand how others reached their conclusions and see where team members’ reasoning differs.
* **Focus on interests, not positions.** By moving from arguing about solutions to identifying needs that must be met in order to solve a problem, you reduce unproductive conflict and increase your ability to develop solutions that the full team is committed to.
* **Test assumptions and inferences.** This ensures that the team is making decisions with valid information rather than with members’ private stories about what other team members believe and what their motives are.
* **Jointly design next steps.** This ensures that everyone is committed to moving forward together as a team.
* **Discuss undiscussable issues.** This ensures that the team addresses the important but undiscussed issues that are hindering its results and that can only be resolved in a team meeting.