**Newman Hall – Holy Spirit Parish Council Minutes** (Adopted)

February 9, 2021, 7:30 – 9:00 pm

Attendees (Virtually): Fr. Ivan Tou, Amanda Wehrman (Chair), Bob Gannon, Frank Rockwood, Jimmy Chim, Jimmy O’Dea, Linda Safarik-Tong, Kimi Hebert, Ned Niccolls (Secretary), Sam Cabrera, Thuy Nguyen, Youali Ramirez, Lina Gannon

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| 7:30 - 7:35 | **Opening Prayer** (Ned: “Live Anew”) |
| 7:35 – 7:40 | **Adopt Minutes:** Adopted |
| 7:40 – 8:10 | **Core Values Town Hall Debrief*** The council share impressions from the breakout discussions
	+ Linda: Nice to see young people attend (perhaps due to Sam’s efforts)
	+ Jimmy C: Felt like there was still energy in the parish. Growing in Faith and Christ-based Community were the topics that seemed to resonate the most. Catalyst for Healing and Unity did not seem to generate much, there might be something to think about there.
	+ Bob: Overall the Town Hall was positive, as exemplified by 20 pages of notes. There was a lot there, lots of repeats. It was also interesting to hear how diverse the groups were.
	+ Jimmy O: People stayed on-topic. It was good to feel how genuine the people were. There was lots of resonance with the four categories. The noun-verb-adjective structure of the four values maybe could be more consistent.
	+ Youali: Perhaps we could have a formal Town Hall a couple of times a year. (The Town Hall) did provide the opportunity for some people to vent. There was a lot of discussion. We could treat this like a form of ministry: listen to people and report back. We could develop a more formal approach to asking questions and facilitation.
	+ Frank R: Yes, there was a real hunger to tell their story, to be heard.
	+ Amanda: There was lots of resonance, with very little push-back. The Town Hall and our group had a good cross section both of ages and how long the parishioners had been at Newman.
	+ Lina: Likes the twice per year idea. Even if it is only a “landing point” to inspire people and discuss opportunities.
	+ Amanda: agrees, we did not seek any “asks” but with a twice per year Town Hall we could get into that. Also noted that some people were not involved in anything prior to this Town Hall but would like to be involved.
	+ Bob: Talked to a person (who did not attend the Town Hall) but was interested in it. The person said it felt like the agenda and decisions were already made. They were not really objecting, but were left with “so what happens now” questions.
	+ (The discussion skewed temporarily to the new Search feature on the web site—the feature is handy).
	+ Jimmy C: noted that we have been using these values for years. Mapping out what we have been doing and what we want to continue to do relative to the Values may be a way to show that this is what we have been doing all along and what we after. A second point: people are not processing the details.
	+ Youali: Yes. There could be discussion about (say) the past six months. Twice yearly Town Halls could help with reflection on the values.
	+ Jimmy C: Maybe next time we could talk about one of the core values (in more depth). And as Lina said if we did it once per month it is too often but once every six months seems right.
	+ Amanda: The twice/year meetings might lend themselves to supporting a theme for the semester or the year to focus upon.
	+ Bob: This Town Hall meeting helps to build the Newman Family
	+ Frank R: Noted that some of the older parishioners were still mad at past history in the parish; ‘just reporting back that those wounds did not heal completely.
	+ Bob: Frank, what you pointed out leads me to something we need to do. Not all fully understand Vatican II. It could help to have more history of the Church.
	+ Fr I: Likes these comments. Probably should have had such Town Hall’s before. People felt free to share. What we generated seems to be consistent with where the parish is; they support the values. We could use a one-page guidance sheet for decisions including the staff, Parish Council, and Finance Council. The Values discussion provided comments about how we can do better to meet the values…..good to hear the energy around that. Perhaps highlight the action items in the comments. Let’s have a one-page summary (of the 20 pages) of what we heard. Someone mentioned a map to show what we are doing regarding: the values.
	+ Bob: action suggestion—We make a holy card (prayer card). On the back it could include the four values.
	+ Fr I: the mission statement is the overall action plan.
	+ Amanda: perhaps craft a short prayer that encompasses the values and leads to actions. Would be neat to have it ready before everybody gathers again physically.
	+ Lina: Would like to put it into prayer form, and also make sure these are all more Christ centered.
* What comes next for the core values?
	+ (See discussion above and below)
* Other action steps coming out of Town Hall?
	+ Amanda: What happens next?
	+ Fr I: We need to break down the comments:
		- What are the actions suggested by the attendees…
		- What are the things that we are doing that people like…
		- We need to be sensitive to the role of women in the Church
		- Bob asked about terminology of parishioners vs students, etc.
		- Youali: Heard someone say everyone is a parishioner
		- Fr I: With the students, they need their own identity
		- Frank R: Asked about students outside Cal; Answer: The students are mostly but not all from Cal
	+ **Action** 1) Word smithing one pager of the core values (Ned and Jimmy O) —the goal is to create a concise document to serve as a guide for future pastors, staff, the PC, and the FC. It will be something that will continue to live going forward.
	+ **Action** 2) Go through the Town Hall comments and summarize a list of Action Items (Linda, Sam)
	+ **Action** 3) Map the core values vs what Newman is doing and the success (the joys) we are doing (Linda, Sam)
	+ (And as a **bonus**, Lina creating a mock-up of a prayer card for us).
* Fr I thanked all. The exercise was very valuable….the joy he sees in the Parish is what grounds us. Well worth the time we spent….
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| 8:10 – 8:25 | **Expanding Homily Audience*** Ned: discussed an idea that was raised during the Coffee & Donuts session after Steven Bell’s Sunday homily. The basic idea is when we have a “gem” of a homily, to leverage it to a broader audience. This would be only the homily itself (20-25 minutes), not the entire Mass. The target audience would include non-Catholics and even those inclined to be non-spiritual.
* Youali: Sounds like a PodCast….it would be a labor of love….
* Amanda: Seems like a low barrier of entry. There could be names and a clear listing of what it is about. Put it on our You Tube.
* Fr I: they have talked about this sort of idea amongst the Paulists. I could ask Eric how much work that would be. It is a doable thing and perhaps could be part of the tech support person (who we hope to have).
* Bob: For people to come across the homily when using search engines you need more than just headers…there needs to be more that will be picked up by searches.
* Youali: Could also bring out a cool quote and a golden line from the homily along with good visualization for Instagram
* Amanda: the Cal Newman Instagram does wonderful things with visuals
* Jimmy O: looks like an idea….the Paulist homilies are worth sharing and they are one of our selling points. It also could help tell our story. Another forum is the printed word: there are a number of good transcribing software to turn the homily into print for people to read.
* Fr I: we could easily cut out the homilies and put it on our You Tube. (But) it is more complicated to have titles, Instagram, etc….maybe worth doing for an exceptional homily.
* Bob: This may be part of what Ned is talking about…. A friend of theirs created an app for daily prayer. There could even be a Newman app.
* Fr I: In fact there was a Newman app, as a pilot. Found that he was the only person to be posting….maybe people are app saturated….but that was a couple of years ago.
* Fr I: ‘will check with others especially Fr Steven
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| 8:25 – 8:55 | **Pastor’s Updates**Not much happened recently. Getting ready for LentThe water heater in the sacristy failed, leaked. One of the parishioners gave some money for a new heater which ended up being $25,000, way beyond the cost of the heater! Sadly, Bob Hunka passed away yesterday. Keep Claudia and Bob in prayers. One of his last thoughts was to have a burning bush symbol in Newman. 2021 Budget accepted; no one made any comments. With the smaller staff, it has become pretty much the Paulists. But once a month we do meet with all. (Discussion about finances and possible impact upon people). Think about the future of children and music ministries. (We have Anna for now for the children ministry, but she will be moving probably in the Fall, after Covid).  |
| 8:55 – 9:00 | **Future Agenda Items*** Fr. Ivan to invite Focus Missionaries to present at March meeting
* Action items as identified above
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| 9:00 | **Closing Prayer** (Lina: Thank You and Bringing Parish Closer to You) |

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.