



Bishop Hogan, parish council members and St. Joseph parishioners at historic ceremony.

## In Symbolic Gesture, Bishop Installs Council



Bishop installs parish council members

Photos by Laurence E. Keefe

## Use of Order Priests Approved for Parishes

By BARBARA MOYNEHAN

The way was cleared last week for offering parishes to religious orders working in the diocese.

The Priests' Council, at its monthly meeting April 3, accepted a personnel board recommendation that order priests be asked to staff some parishes to relieve a shortage of diocesan priests committed to pastoral work.

The proposal, had been made at the March meeting without specific reference to any parish or religious congregation.

The council spent a long day on an agenda that included salary adjustments and performance reviews. Also discussed was a proposal that the council protest Blue Cross/Blue Shield abortion coverage.

More than an hour was spent as the 20-member senate reported constituents' opinions of the personnel board's religious orders proposal.

All the blocks accepted the concept, because of a shortage of priests to do parish work. All added suggestions for implementing what they called a "significant impact" move by the diocese.

Some thought the Sisters' Council should be consulted before any final decision is arrived at. Some called it a "band aid approach" to the larger problem of young priests opting for special work rather than parish work.

Others wondered what it will mean for the future of lay ministers and permanent deacons if the diocese moves easily into accepting outside priests to do

parish work. And some wanted assurance that religious order men would be subject to the same performance reviews as diocesan priests.

When all reports were made, Father James Schwartz, Northside Hospital chaplain, made a motion including many of the priests' concerns.

Religious order priests will be made accountable under diocesan personnel guidelines, Father Schwartz moved. A committee to establish long range goals for diocesan ministry will be set up and parish councils will have a voice in choosing diocesan priests or religious order men to serve in their parishes.

The motion was accepted.

The Council also settled a matter that has been up before this Council and its predecessor, monthly.

They approved the first salary scale increase for priests in six years. At the outset of his presentation, Father Robert Meng, pastor of Holy Rosary, and the member of the last council who chaired the Personnel Finance Committee through two years of work on updating priests' salaries, moved the Council go into executive session.

The idea was accepted with three dissenting votes and the reporter was asked to leave the room while the subject of priests' finances was discussed.

In a news release made available after the meeting, it was announced that the base yearly salaries, as of July 1, 1973, for clergy will be: pastor—\$3,000; co-pastor—\$2,400; associate—\$2,100; special worker—\$2,250 and deacon—\$2,400.

There will be an increase of \$60 a year after ordination to priesthood.

As it is now, priests have a salary base which raised every five years and is based on age and assignment.

In addition to the base salary, priests receive stipends and stole fees, car allowance and a professional allowance.

Another familiar topic that was decided on last week was the establishment of performance reviews of priests' work.

It was accepted "tentatively." A schedule will be devised for an introductory program over a three-year period, using only priests who volunteer.

The review, which the personnel board describes as "a personal review of your effectiveness as a priest," will consist of two sections: a series of general character traits, followed by job description and assessment of effectiveness.

Father Lewis Brown of St. Ann's, Hornell, submitted a proposal that the council call on the diocese to encourage the Genesee Valley Blue Cross and Blue Shield to change its policy in regard to "abortion-on-demand."

After a short discussion on the health insurance subscribed to by the diocese, the priests agreed that they did not have enough facts. The proposal went back to committee.

Most of the priests agreed with Father Brown's point, as delivered by a senate member, Father Robert MacNamara: "The point is, we don't want to subsidize abortion."

By CARMEN VIGLUCCI

Taking action symbolic of his hopes for all the parishes in the diocese, Bishop Joseph L. Hogan last week personally installed members of the new parish council at St. Joseph's Church in Penfield.

The Bishop assured those at the Mass and installation that his plan for councils in every parish in the diocese as a foundation for formation of a pastoral council "is no gimmick."

Except for parishes in specialized situations, St. Joseph's was the first parish in the diocese to have co-pastors — Father William Gordinier and Father Walter L. Wainwright. The Bishop began his homily by praising the team ministry, saying that he hopes it will spread, but that it is obvious that the diocese just cannot afford to have co-pastorates in every parish.

Turning to the new parish council members, he said:

"I have no hangup about the laity in the life of the Church. We have many intelligent people but it is even more important that they be prayerful.

"I advise you to spend from 15 to 30 minutes of prayer before each meeting. Otherwise your sessions may become just oratorical contests."

The Bishop said that establishment of a parish council was not an end but rather "a sign of the growing pains in the life of the Church."

Turning to the survey undertaken in the diocese as part of the Time of Renewal, Bishop Hogan said that it revealed many Catholics thought the role of the laity should be limited to finances.

"That is bosh," he said. "You are here to give visible witness to the total mission of St. Joseph's and the Church in three categories — the Word, Worship and Witness."

"The Word is Christ as teacher (education), Christ as sanctifier (liturgy) and Christ as servant (human development)."

The Bishop said that though many felt there are too many changes in the Church that this really isn't so. Alluding to a talk he gave a meeting of the Northwest Region, he said that he addressed the assemblage as "my fellow bishops," and that raised some eyebrows.

"Why, St. Augustine back in the 4th Century referred to all Christians as my fellow bishops. It means that the work of the Church belongs to all of us — not just to me as bishop, not to your co-pastors, not to the Sisters, not to the principal of your school, but to all of us."

The new council members are Richard Stenner, John Trevisan, Mary Donovan, Gerard Hahn, Francis Barney, Michael Doyle, Mrs. Shirley Bezek, Bridget Ryan, Mrs. Josephine Fonte, Mrs. Dorothy Richardson, Mrs. Mary Malone, Paul Affano, Mrs. Elaine Marchetti, Sister Rita Heberle, and Fathers Wainwright and Gordinier.

## Nun's Placement Committee Set Up

By BARBARA MOYNEHAN

The Priests' Council gave its unanimous support last week to a new committee established to place sisters who want to be pastoral assistants in parishes that want and need them.

Over the past few years 12 sisters from three communities have taken positions as pastoral assistants, without any set pattern of placement, according to the proposal brought to the council by five sisters of St. Joseph and Mercy and Father Robert Kreckel. He was one of eight priests who joined 19 sisters in drafting the proposal.

The Pastoral Assistant Committee is being set up to help the superiors of the orders place nuns as well as to assist pastors looking for pastoral assistants, Father Kreckel explained.

The committee will develop a general job description and draw

up a model contract establishing standard salary benefits, car, housing, on-the-job training, and continuing education.

It will be the committee's responsibility to find out where pastoral assistants are needed now and to project future needs. They will also have to establish the hiring and evaluation process for this new area of ministry open to women in the Church.

Bishop Dennis W. Hickey will represent Bishop Joseph Hogan on the committee as he does on the Personnel Board, which is the first to know of personnel shortages throughout the diocese.

The group will include representatives of the St. Joseph, Mercy and Notre Dame personnel committees, a pastoral assistant from each community, a faculty member from St. Bernard's to assist in training and a pastor who has a pastoral assistant.