

Priests Council Hears 'Vocations Team' Idea

By JOHN DASH

Despite the fact the Priests Council meeting last week took less than three hours to complete its agenda, a number of far-ranging matters were brought to its attention and discussed

Among those matters, the complete restructuring of diocesan administration and a proposal to establish a team to work for Church vocations in the diocese, received the councillors' greatest attention

The administrative restructuring will "cluster" all diocesan departments into five divisions, each with a divisional director. Those exempted from the plan are the consultative bodies, the tribunal, the Vicars General, the Chancellor, the Administrative Assistant and the Secretary to the Bishop.

The new organization is the work of the Committee of Analysis, a group called together by Bishop Hogan for the express purpose of streamlining diocesan administration.

Presenting the new structure to the council was Father Gerald Appelby, who, with Father Peter Bayer, Msgr. George Cocuzzi, and James Noonan, is on the committee.

He gave the council a history and rationale for the new structure and invited questions from the floor. The council, however, was not expected to act on the development.

For about a year, the council has been hearing reports on the vocations situation in the diocese, specifically on the local need for a concerted effort to raise the number of persons who would consider a Church vocation.

In February of this year, the council recommended that a task force be established to look into the question and to devise a positive approach to the problem

Bishop Dennis W. Hickey asked Father Daniel Holland to convene that task force and during the ensuing months the group has made study of various reports including written consultation with members of the Priests Council and the Diocesan Sisters Council.

At last week's meeting Father Holland, for himself, Sister Kathy Weider, SSJ; Sister Margaret Deegan, RSM and Father Lawrence Murphy, told the council that the task force recommends a vocations team be created in the diocese. Prior to this, the

vocations office had been staffed by a priest and a secretary, both on a part-time basis.

"We recommend that this team be coordinated by a part-time person who would be chosen from suitable applicants. Initially the team should be composed of the following: four religious women, two religious priests, one diocesan priest, and one diocesan seminary representative," the report states.

In the discussion which followed Father Holland's presentation, questions

were raised on the time involvement expected of persons who would serve on the team. Father Holland responded that if there was interest on the part of the volunteer, he or she would find the time.

While there was no dollar figure presented for running the new operation, both Father Holland and Bishop Hickey remarked that funds could be found and that there already was available unused money for the project in this year's budget.

Father Holland also said that reservations on the part of the rectors of both

seminaries had been voiced over the design of the vocations team.

Bishop Hickey cautioned the council that "time is of the essence," in their deliberations on the task force report.

Following a motion from Father Conrad Sundholm, vice president of the council, the report has been sent to a committee of the council. It is expected that the committee will present its findings on the report at the next council meeting.

Last week's meeting was unusual in one other

respect. The day prior to the meeting was spent in prayer and in workshops on intra-council matters: the creation of council committees, the directions the council expects to pursue, and a streamlined process for placing items on the council agenda. Both the meeting and the workshops were held at the Cenacle Retreat house.

Etc.

Other items which surfaced at last week's Priests Council meeting include the following:

Father Timothy McGough, OCD, though new to the council, will leave the council in November. He has been chosen as one of the English speaking members of his order to pursue further education for a year at Mt. Carmel in Israel.

Though Bishop Joseph L. Hogan has approved of the immediate 17 per cent adjustment in priests' base salaries, recommended at last month's council meeting, he also has cautioned priests to be careful of their timing when asking for a further adjustment.

Bishop Dennis W. Hickey noted that this year there are 57 candidates studying for the priesthood in the diocese. At St. Bernard's there are five in Fourth Theology, nine in Third, six in Second and seven in First. At Becket Hall there are eight seniors, six juniors, seven sophomores, and nine freshmen.

The diocese has published a job description for the position of director of the permanent diaconate program and is presently interviewing candidates for the post.

More than \$100,000 has been received by parishes and Catholic agencies through the Comprehensive Employment and Training Act (CETA).

Priests Council members for the 1977-1978 season are: Father Leonard Kelly, age bloc I; Father Paul Cuddy, II, Msgr. Richard K. Burns, III; Father Paul Murley, IV; Father Frederick Bush, V; Father William Amann, VI; Father Paul Freemeser, VII; Father David Callan, VIII; Father Lewis Brown, IX; Father Thomas Valenti, X; Father Thomas Cleary, Tompkins-Toga region; Father Eugene Sweeney, Yates-Ontario-Wayne; Father Leo Lynch, Seneca-Cayuga; Father Neil Miller, Chemung-Schuylers; Father Conrad Sundholm, North; Father Charles Latus, Northwest; Father Robert Kreckel, Northeast; Father Robert J. Miller, Southeast; Father Louis Hohman, Southwest; Father James Baker, Livingston-Stauben; Father John McDonald, SJ, religious area I; Father Joseph Dorsey, CSB, area I; Father Bertrand Scully, OFM Cap, area II; Father Patrick Seeman, TOR, area III.

Among the alternates and standbys are: Father Benedict Lhmann, bloc I; Father John O'Malley, bloc II; (standby) Father Robert McNamara, Msgr. John E. Maney, III; (standby) Father John Hayes; Msgr. John Duffy, IV; (standby) Father Albert Schnack; Father John Norris, V; (standby) Father Charles Bennett; Father John Philipps, VI; (standby) Father Gerald Connor; Father Raymond Booth, VII; (standby) Father Thomas Statt; Father Joseph Jankowiak, VIII; (standby) Father William Michatek; Father William Darling, IX; (standby) Father Terence Fleming; Father Peter Clifford, X; (standby) Father Thomas Mull; Father William Gordiner, Seneca-Cayuga; Father Kevin Murphy, Chemung-Schuylers; Father Winfried Kellner, North; Father John Hedges, Northwest; Father John O'Connor, Northeast; Father Gerald Appelby, Southeast; Father Robert Winterkorn, Southwest; (standby) Father Gerald Dunn; Father Henry Atwell, Livingston-Stauben; Father Richard Thebeau, SVD, area I; Father Thomas Mailoux, CSB, area I; Father Thomas Schmidt, CSSR, area II.

New Structure . . . A Background

According to a communication issued Sept. 9 by Bishop Joseph L. Hogan the restructuring of the diocesan management system is of primary and immediate importance to me.

"I feel a serious need to be freed from the time involved in making countless decisions that could well be made by others," he wrote. "My own vision of what a bishop should be to people involves a majority of time spent directly in a pastor style of ministry to the diocese."

He noted that the restructuring will aid him in attaining this goal.

"I recognize as well," he said, "my role as chief administrator of the diocese. In this capacity, I wish to establish systems that will better communications within and among the diocesan pastoral services that will tighten and expedite the whole administrative process, and that will clarify and coordinate the whole matter of accountabilities and responsibilities."

"In doing this," he said, "I wish also to establish a flow that will result in more cooperative planning, programming and

budgeting.

In addition and of extreme importance, the bishop noted his wish to make understandable and credible the whole departmental structure of the diocese. As we have expanded and grown more complex, the understanding among our clergy, religious and laity of the nature of our services has decreased. Honesty requires us constantly to evaluate the knowledge and sense of sharing possessed by those who pay the bills.

The evolution of the new management structure has been in the works since March 1974.

At that time, James Noonan, a layman, had been named administrative assistant to Bishop Hogan.

During the following year, a number of significant administrative changes were taking place in the diocese, chief among which was the initiation of long and short range planning.

The diocese had already engaged in massive studies of the needs of clergy, religious and laity in the area, had also seen the near universal development of the parish council and had been developing ad-

ministrative decentralization in the form of regionalism.

In the course of establishing the planning process, also established was the Bishop's Ministerial Review Committee.

In March 1976, that body suggested that a committee of outside experts be formed to examine the diocesan structures. The committee gathered for the first time in June of that year. A month later all department directors were asked to submit to the committee their ideas for restructuring and on Pastoral Center accountabilities.

In a memo written in March 1977, Bishop Hogan noted that he was establishing a Committee of Analysis, and that one of its primary charges would be to continue to the conclusion the work begun early in 1976.

In his most recent communication, the bishop said, "This committee, as you know, asked all the directors this summer to take another look at the suggestions for restructuring they made last summer and submit again their best ideas. With all of this

considerable input — the work of the outside committee of experts and the two drafts of restructuring submitted by the directors — the Committee of Analysis set to work to present to me the alternatives that could best accomplish the goals I stated above.

While the bishop acknowledges that there are many particulars yet to be worked through, the new structure will have five divisions and division directors. Support Ministries, Social Ministries (already established), Personnel Staffing and Development, Education and Special Ministries.

Each of the division directors will have primary decision making authority over the departments in their cluster and the division directors will report directly to the bishop and under ordinary circumstances, these five alone.

Once the new structure has been put into operation, it will be evaluated on a yearly basis.

— JOHN DASH

COA Draws Fire at Sisters Council

By JOHN DASH

A vigorous objection was aired at Saturday's meeting of the Diocesan Sisters Council over a new organization of the various special ministries in the diocese.

Also protested was the acknowledged possibility of discarding the post of Vicar for Urban Ministry in the reorganization of pastoral services devised by the

Committee of Analysis (COA).

Following a presentation by James Noonan, administrative assistant to Bishop Joseph L. Hogan and a member of the COA, on the new management structure, Sister Frances Sweeney noted her strong feelings that diocesan special ministries would be downgraded in priority by the new structure.

Sister Frances, who, for several years, has been active in a variety of urban and social ministries, also asked Noonan whether the office of the Vicar for Urban Ministry would be abolished.

Noonan conceded that it was a possibility, to which Sister Frances responded that the post had been brought into being "after three years of consultation

with 'special interest groups.'" She repeatedly used that term in her remarks, following Noonan's casual designation of groups served in special ministries as such.

Noonan objected to both points, saying first that the nature of special ministries precluded their being

downgraded in priority, and second, that the Vicar for Urban Ministry, himself a member of the COA, had raised the question of abolishing his post.

Sister Frances, nevertheless, instructed the council secretary to record her "strong feelings" on both matters.

Jail Project

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of existing community structures to house sentenced and unsentenced women

Analyze future needs for space and programs, projected inmate population based on the principle of the least restrictive alternatives

Propose appropriate alternatives to incarceration with the aim of facilitating a woman's healthy reintegration into the community, thereby minimizing

the jail population and costs to the County of Monroe.

Draft appropriate legislation, as needed, to enable these reforms.

A "crisis situation" exists, MAP holds, because of:

Inadequate space and overcrowding in the present facility; transfer of sentenced women to Erie County Jail (resulting from overcrowding), making family visits, furloughs, and temporary release impossible; lack of com-

munity-based residential facilities and programs to serve the women now in custody; unwarranted detention, in maximum security facilities, of many women pre-trial detainees who are charged with victimless or non-violent crimes, the unnecessary high (and rising) cost of housing women inmates in a maximum security facility when a less secure facility or release without bail would be less costly and more appropriate for those with lesser charges.

The DSC also approved a

motion to study the place of homosexuals in the life of the Church, and to place that item on its November agenda.

That resolution followed a presentation made by Sister Mary Claude Loeb, on a recommendation made by the council's social concerns committee that "Sisters of the diocese, in their search to understand both the unique gift of personhood and an individual's role in the building up of the Kingdom

of God, include persons of all sexual orientation."

In other council action, the sisters established a committee to explore the notion of holding a workshop in the Spring for all sisters in the diocese.

The council also heard a report from Father Daniel Holland on the recommendations of the Vocations Task Force. The council unanimously approved a motion commending the work of the task force.