

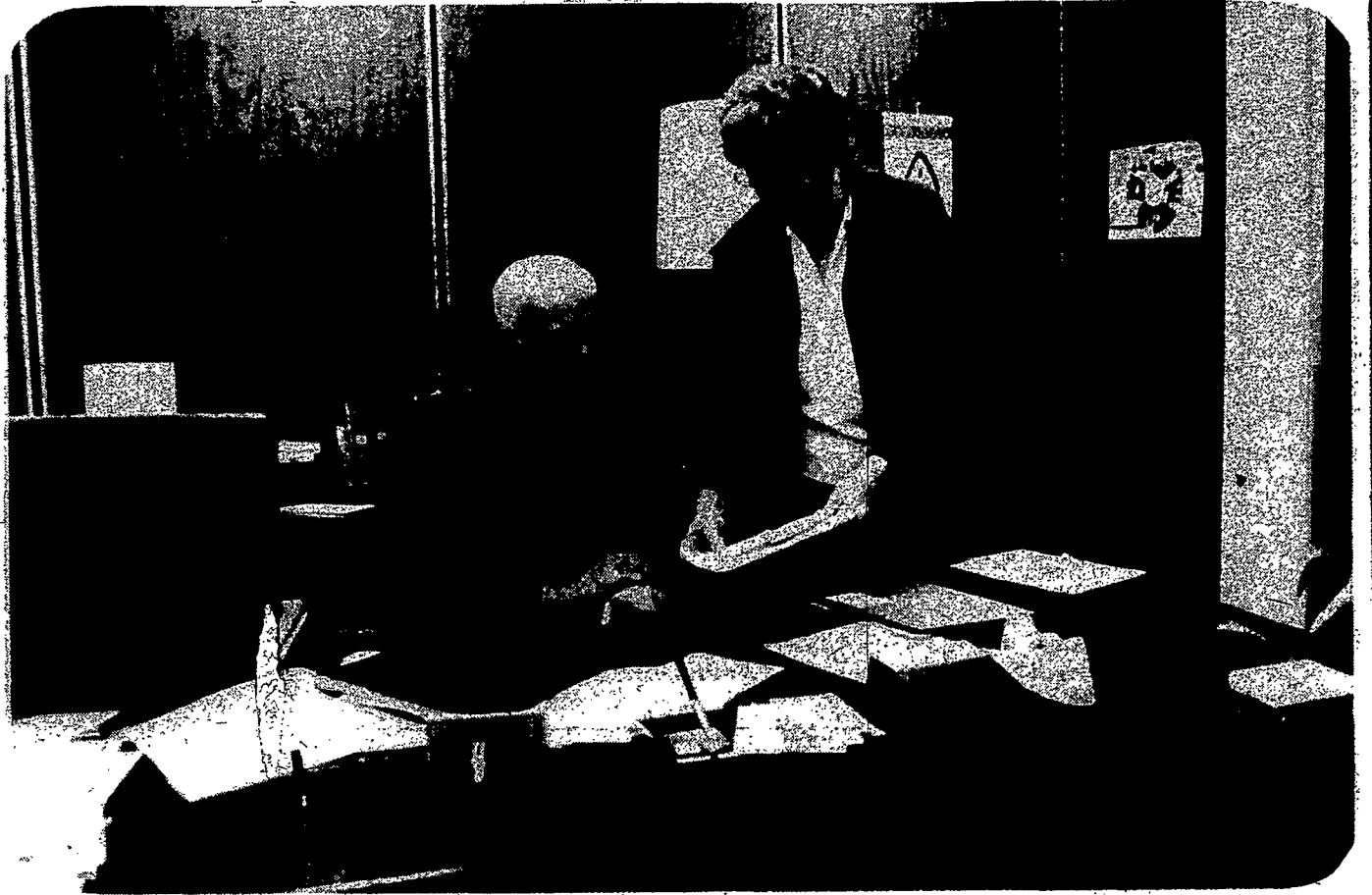
## Special Report

# The Divisions . . .

## Personnel and Staff Development

### Director's Statement

The recruitment, training and assignment of persons directly involved in parish ministry is the responsibility of the Division of Personnel Staffing and Development, under Bishop Dennis W. Hickey. Included are priests, deacons, religious, pastoral assistants and some lay persons. Most of the work of this division is done by volunteers. The division has a salaried director and part-time secretarial assistant. The Permanent Diaconate Program has a salaried director and administrative assistant, and Continuing Education has a paid director and secretary.



Bishop Hickey consults with his part-time secretary, Anne Eckert.

### Priests Personnel

Matters relating to all aspects of priestly life are the responsibility of the Priests Personnel Board — six elected, unsalaried priests, with Bishop Hickey as executive secretary. Such items as the following fall within the purview of the board: assignment, evaluation, continuing education, disability and retirement planning for priests. The Personnel Board has no budget. During the past year, six priests retired at the mandated age of 70 and three others resigned because of physical disability. Seven deacon interns were appointed to parishes; five newly ordained were given their first priestly assignments. In addition, eight priests were named to pastorates, 18 to associate pastorates and 10 to non-parochial work (including two to the Veterans Administration.)

### Ministry to Priests

The Ministry to Priests Program seeks to respond to the Church's call for priestly renewal. The program seeks to lay the foundation for continued holistic growth for priests, and thereby to increase their capacity for true spiritual leadership.

Two spiritual awareness retreats conducted by Father Vincent Dwyer drew 140 priests in September 1978. The purpose of the retreats in the context of the Ministry to Priests program is to focus on spirituality as the ground of renewal in the Church today. Here renewal is seen not as a need to modernize structures or as any other preoccupation with externals, but rather as the need to internalize the message of Christ.

In October 1978, 12 priests participated in an intensive two-week training program for team development sponsored by the Center for Continuing Development of the University of Notre Dame. These priests joined eight others who had been trained in 1977 to form the Ministry to Priests Team (cost: \$1,200). In November, two members of the professional staff at Notre Dame met with each priest who participated in the assessment phase of the program. Each priest's profiles were reviewed, and he was given an indication of their significance. In December, Father Dwyer offered an oral report and a written statement containing the group profile of the diocese, recommendations regarding assessed needs and initial steps for implementing the programs in the diocese.

Beginning Dec. 12, 1978, on a volunteer basis, the 20 priests on the Ministry to Priests Team invited priests to participate in individual growth plans and support groups. The program attempts not only to nurture growth in the individual heart, but also to create a climate within diocesan structures whereby growth can be consistently fostered. The cost of the program to the diocese was \$100 per priest who participated in the spiritual awareness retreats.

### Pastoral Assistants

The phenomenon of non-ordained persons on parish staffs has appeared in recent years. The large majority are women religious known as pastoral assistants. The recruitment, placement and training of pastoral assistants are found in diocesan-approved guidelines. The program is monitored and directed by the Pastoral Assistant Committee (PAC), a volunteer group under the guidance of Bishop Hickey. The PAC has no budget. Currently, 40 women religious are serving in parishes as pastoral assistants.

### Vocations

The identification and development of young people for priesthood and religious life has been carried out at the parish and campus level on an individual basis during the current budget period. The Congregations of Women Religious have addressed this challenge through local formation teams; five priests from various parts of the diocese have served as resource persons for those evincing an interest in priesthood. Project Leadership was conducted by Becket Hall to stir up interest in priestly ministry. Because a Vocations Office as such did not operate in the year under consideration, only \$459 was expended in this effort. Ten new students for the Rochester diocese entered Becket Hall in September 1978 (13 in September 1979); seven new students for the diocese entered St. Bernard's Seminary in September 1978 (six in September 1979).

### Seminaries

St. Bernard's Seminary and Becket Hall are placed under the Division of Personnel and Staffing for budgeting purposes. In 1978-79 the Diocese of Rochester financed the board, room and tuition of Rochester students at St. Bernard's (\$95,700) and partially subsidized Becket Hall (\$36,000). These figures do not include monies realized from the Seminary Collection of 1978, which went directly to the seminaries. In addition, the diocese underwrote the cost of the Clinical Pastoral Education experience for Rochester seminarians (\$9600). Five diocesan priests were on the active staff of St. Bernard's during the reporting period; four others were on sabbatical or preparing to join the staff. Becket Hall has the services of one-and-a-half diocesan priests.

### Continuing Education

(a) Opportunity is provided by the diocese for ongoing training and updating of all pastoral staff persons through the Department of Continuing Education located at Hogan Center in the St. Bernard Seminary complex. Joseph Kelly, the director, is assisted by one secretary. The budget is \$31,300. The thrust to date has been limited to priests, deacons,

religious education coordinators and administrators, teachers, choir directors — all recognized as professional staff people. The broadening of service to non-staff persons began in July 1979. In 1978-79, 441 staff people took advantage of the Continuing Education programs.

(b) Provision was also made in the budget of the Personnel Office for needed "off-campus" training for specialized ministry. Deacons and priests have been assigned to additional study in anticipation of working with the Spanish-speaking people of the diocese. Such opportunities were offered in Georgetown University and Puerto Rico. In addition, the diocese made it possible for two priests to participate in the three-month program provided each year by the New York State Bishops at Dunwoodie Seminary. The amount expended in these aspects of specialized study: \$22,998.

(c) Specialized seminars known as Clergy Conferences for priests in parochial ministry were offered four times, at a cost of \$503.54.

### Permanent Diaconate

This program prepares men to serve permanently as deacons in the diocese. Through ordination, the permanent deacon is brought into the ranks of the hierarchy of Holy Orders in the Church in a role of ordained pastoral leadership. The deacon ministers primarily in the areas of justice and charity; he also shares with bishops and presbyters the ministries of Word, Sacrament and Liturgy.

The program of formation includes three major areas: academics, spiritual/personal development, and supervised field education. In its first year, 29 candidates were accepted into the program — 27 of them married men. Seven candidates are Spanish-speaking. Courses are given in both English and Spanish.

The program entails meeting one weekend a month at St. Bernard's, from Friday evening into Sunday afternoon. The wives of the married candidates take part in the program, bringing the total number in it to 56 persons. Each has an individual spiritual director. Field education faculty is drawn from the parishes and other institutions of the diocese.

Since deacons will serve in their ministries without recompense, the cost of the formation program is borne by the diocese, with the exception of the cost of textbooks and incidental expenses, such as travel. Major costs are salaries or honoraria for administrators and faculty, office space rental at St. Bernard's and the expense of food and lodging at the seminary for candidates and wives. The amount expended in this period: \$31,477.37.