



CATHOLIC Thanks Giving APPEAL

This year for the first time, the diocese is going to appeal directly to parishioners for the funds necessary to conduct the many ministry programs it directs. Bishop Matthew H. Clark has set a goal of \$2.204 million for the annual appeal which will take place in November.

In order to inform diocesans on the activities and programs of the diocese, the Courier-Journal this issue begins a series of five features explaining the work and expenses of the principle diocesan divisions.

Division of Personnel, Staffing And Development

The Goal: \$2,204,000

Personnel: The Finances

INCOME	EXPENSES	NEEDED FROM APPEAL
\$24,000	\$332,000	\$308,000

Napoleon is credited with saying that an army travels on its stomach. If that is granted, then it might be said that the Church travels on its spirit. However, that spirit must be embodied to reach out into the world.

Thus the need for soul AND bodies. Providing the latter, both in quantity and quality as well as effectively, is the job of the diocesan Division of Personnel, directed by Auxiliary Bishop Dennis W. Hickey.

Vocations

This division has diverse responsibilities and programs and perhaps its greatest charge lies in encouraging vocations to the priesthood and religious. Under Bishop Hickey, a priest works full-time with religious and lay people to coordinate and strengthen efforts to attract more persons to the priesthood and religious life.

The vocations department conducts Project Leadership which is designed to assist high school students to discern whether they may have a vocation to the priesthood.

Another innovative project has been instituted, the Program of Vocational Discernment, offered for college men with the intention of helping collegians to decide if they have a call the priesthood.

Candidates for Priesthood

Bishop Hickey has the responsibility for placing persons who have a vocation to the priesthood in theological schools, both nationally and internationally.

Candidates for the priesthood at the college level are trained at Becket Hall on the campus of St. John Fisher College.

Continuing Education

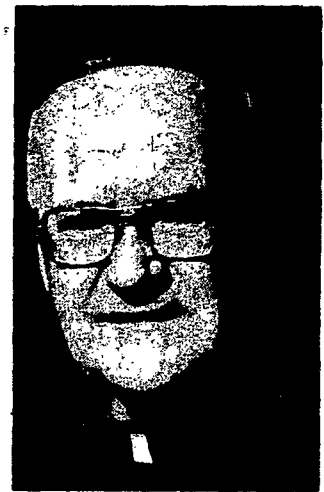
Bishop Hickey's division is also responsible for providing educational opportunities for people engaged in fulltime

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The recruitment, training and assignment of persons directly involved in parish ministry is the responsibility of the Division of Personnel Staffing and Development. Included are priests, deacons, religious, pastoral assistants and some lay persons. Most of the work in the division is done by volunteers.

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— Bishop Dennis W. Hickey, division director.



parish ministries. Programs planned for this Fall and next Spring will center around the Sacraments of Initiation for people in pastoral leadership positions in parishes.

And it provides for spiritual updating programs for priests and a special orientation program for new pastors.

Permanent Diaconate

The Permanent Diaconate Program also is under the aegis of the personnel division. This program serves to train lay men to serve permanently as deacons. Through ordination, the deacon ministers primarily in the areas of justice and charity and the ministries of the Word, Sacrament and Liturgy.

The program entails three major areas: academic, spiritual/personal development and supervised field education. Candidates meet one weekend a month and the wives of married candidates take part in the program.

Since deacons serve without pay, the cost of the formation program is borne by the diocese, with the exception of textbooks and such incidental expense as travel.

Sabbatical Program

During the course of the year, 12 diocesan priests will take a three-month

study program — six in the Fall and six in the Spring. To be eligible, a priest must submit a study sabbatical program, reviewed by a committee with final approval up to Bishop Hickey.

Other Duties

As its title implies, the Division of Personnel, Staffing and Development is responsible for all matters relating to priestly life, including serving as chairman of the Priests Personnel Board, assignment, evaluation, continuing education, disability and retirement planning.

It also oversees the Ministry to Priests Program which lays the foundation for continued holistic growth for priests, and thereby to increase their capacity for true spiritual leadership.

Bishop Hickey works with a committee on the screening and assignment of Pastoral Assistants who work in parish ministries.

Thus Bishop Hickey's division, situated at the diocesan Pastoral Center, not only has the responsibility for nourishing the mind and spirit of the Church in Rochester, it also must provide the physical means of good and able bodies through which the work of the Church is effected.

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