



The diocese has begun the third annual Catholic Thanks Giving Appeal in which Bishop Matthew H. Clark goes directly to parishioners for the funds necessary to conduct ministry programs. The goal this year is \$2,729,000. To keep diocesans informed on diocesan activities and programs, the Courier-Journal is running a seven-part series on the appeal and the various diocesan ministries.

Division of Personnel, Staffing, and Development

The Goal: \$2,729,000

Personnel: The Finances

EXPENSES	INCOME	NEEDED FROM APPEAL
\$340,000	\$170,000	\$170,000

Budget

Department	Total Department Expense	Income from other Sources	Needed from Appeal
1. Personnel Office	87,000	136,000	
2. Permanent Diaconate	70,000	—0—	70,000
3. Seminarian Training	90,000	26,000	64,000
4. Intern Program	14,000	—0—	14,000
5. Vocations	16,000	—0—	16,000
6. Ministry to Priests	34,000	8,000	26,000
7. Pastoral Assistants	2,000	—0—	2,000
8. Vicars for Religious	27,000	—0—	27,000

Office of Personnel

Provides for the recruitment, formation, placement, and continued growth of the pastoral staffs for all of the parishes and institutions of our diocese. This includes Priests' Personnel Board, Clergy Health Board, Sabbatical Committee, and Retirement Committee.

Vocations

Fosters vocations to priesthood and religious life. A committee of diocesan priests and the Diocesan Vocation Team focus on education/awareness.

Seminarian Training

Assists candidates with information, discernment, and placement in a variety of formation programs. Candidates are currently studying at North American College in Rome; the University of Louvain, Belgium; the Theological College of Catholic University, Washington, D.C.; and Immaculate Conception in Mahwah, N.J.

Permanent Diaconate

Provides a four-year academic and spiritual formation for laymen to serve permanently as deacons in the areas of justice and charity as well as liturgical ministry.

Vicars for Religious

Provides a vital link between the bishop and the hundreds of men and women religious who minister in our diocese. A work of communication, support, and advocacy.

Intern Program

Coordinates the training and placement of deacon and priest interns. Trains supervisor-pastors in the SALT Program.

...and in your... Thanks Giving Appeal there is much "Good News" for all of us. We are grateful for the ways you have helped us form our future and support those who so generously serve us now. ...new process of evaluating our... people and peers, they will be participating in the "Review for Growth in Ministry." In addition, grants, sabbaticals, workshops, and conferences will be made available to the pastoral teams who serve in the parishes, on campuses, in hospitals, jails, and institutions of our diocese.

Bishop Charles J. Leins, Director of Personnel



Pastoral Assistants Committee

Assists in the screening, formation, placement, and continuing education of the more than 50 lay and religious pastoral assistants.

Ministry to Priests

Responds to the Church's call for priestly renewal. Provides spiritual direction, counsel, and support for the holistic growth of the individual priest.

Accomplishments:

Pastoral Placements

- Priest Personnel Board conducted annual interview of all priests and, after consultation, recommended new placements for:
 - 60 priests
 - 4 deacon interns
 - 16 permanent deacons
- Pastoral Assistants Committee certified and placed 11 Pastoral Assistants

- Accepted seven new candidates for the Permanent Diaconate.
- Conducted retreats and discernment programs for those considering ministry opportunities.
- Provided 33 vocation education/awareness programs.

Candidates for Future Ministry

Accepted eight new candidates for priesthood into college and theology levels. There is now a total of 23 candidates studying for the Diocese of Rochester.

Growth in Ministry

- Established a new program of review for our priests, called "Review for Growth in Ministry."
- Established the Clergy Health Board for preventative care, consultation, and referral in dealing with stress.
- Conducted clergy and ministerial conferences for update and renewal.
- Convened 400 men and women religious in Mutuality in Ministry Conference.
- Provided grants, sabbaticals, workshops, spiritual direction, and counsel for those who minister in our diocese.