



### Ruff treatment

Aquinas defeated former Little Irish mentor Mike Ruff and his struggling Bishop Kearney squad during City Catholic basketball action last week. See Page 8.



### Northern novelties

Kindergarten students at St. John the Evangelist School in Spencerport touched the trappings of another culture as they celebrated Eskimo Week. See Page 10.

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## World & Nation in Brief from NC News

### World

#### Bishop blasts government

**Manila, Philippines** — The chief monitor of the cease-fire in the Philippines' long rebel war said both sides are arguing over legal technicalities, thereby ignoring Filipinos' basic needs. "While children are searching in garbage cans for food, the government and (rebel) negotiating panels are interested in definition of terms," said Bishop Antonio Fortich of Bacolod. "The people want jobs and food, not a symposium on legal niceties," he said in a Jan. 13 interview. The bishop heads the National Cease-Fire Committee, which hears complaints of truce violations.

#### Northern Ireland pol fined

**Dublin, Ireland** — A hardline Northern Ireland political leader was fined \$21,000 for his role in a raid on a small Irish Republic border town last year. Peter Robinson, a member of the British Parliament for East Belfast and deputy leader of the staunchly pro-British, Protestant-backed Democratic Unionist Party, was also ordered to pay \$3,500 in damages to the town of Clontibret. The conviction arose from a cross-border raid by about 150 Protestants who sought to demonstrate their claim that security is lax on the frontier.

### Nation

#### Cardinal wants ruling changed

**Washington** — Cardinal Joseph L. Bernardin of Chicago, marking the 14th anniversary of the Supreme Court's ruling on abortion, urged political leaders to prevent abortion from becoming enshrined as a civil right. The cardinal, chairman of the National Conference of Catholic Bishops' Committee for Pro-Life Activities, also called on elected officials to work toward overturning the court's 1973 abortion decision, Roe vs. Wade, and told Catholics to deepen their perception of the value of all human life.

#### Bishop calls for ad campaign

**Albany, N.Y.** — To halt the epidemic of teenage pregnancies, Bishop Howard J. Hubbard of Albany has called for a media campaign — similar to the current anti-drug campaign — to teach "the importance of saying 'no' to premature sexual activity." In a full-page column in the Jan. 8 issue of *The Evangelist*, the newspaper of the Albany diocese, Bishop Hubbard said the solution to teenage pregnancies is not just to provide sex or birth control information, but to help young people "recognize who they are as persons."

#### Nicaraguan Cardinal robbed

**Miami** — Cardinal Miguel Obando Bravo of Managua, Nicaragua, was robbed Jan. 17 in a Miami suburb. The armed robbery took place at 3:15 p.m. at the home of Nicaraguan exile Roberto Rivas in West Kendall, a suburb of Miami. Reports circulated that the cardinal had been beaten, but according to a spokeswoman for the Miami Archdiocese, he was uninjured except for minor cuts to his hands from a rope used to tie him. His glasses and watch were taken during the robbery. Several objects and an unspecified amount of money were reportedly taken from other people in the house.

## MRC review lauds volunteer efforts, urges better planning

By Teresa A. Parsons

Competitive salaries for diocesan employees and more comprehensive planning for the needs of the elderly were among the recommendations offered by the Ministerial Review Committee (MRC), in its semi-annual review of diocesan programs and departments.

MRC Chairman Scott Arrington praised the efforts of diocesan employees in the face of last year's budget cuts, but called for more and better planning and coordination of diocesan services, as he outlined the 15-page review to the Diocesan Pastoral Council (DPC) Saturday, January 17, at St. Philip Neri School.

"There's not enough money and there are not enough people, but that's always going to be the case," Arrington said. "We want to focus on what is being done and its phenomenal amount."

The MRC is a subcommittee of the DPC, a consultative group of lay, religious and clergy representatives from around the diocese. Twice a year, MRC members review a cross-section of departments and programs funded by the Thanks Giving Appeal, in each of the seven diocesan divisions. In their reports, they highlight each division's accomplishments as well as recommendations and suggestions for improvement.

Based on information provided by division directors from the second half of fiscal 1986, the latest MRC report drew eight general conclusions.

**Diocesan salaries need to be competitive to retain and attract qualified personnel.**

Using Catholic school teachers as an example, the report noted that because the diocesan salary scale is not competitive with that of public schools, the rate of teacher turnover has increased. As the numbers of clergy and religious decline, the diocese is employing growing numbers of lay persons in all areas. Consequently, determining just wages and benefits for all employees has become an issue.

**Financial support for continued education should be available to all professional diocesan ministers.**

Currently, priests receive an annual grant for continuing education and professional or spiritual development. Most other ministerial employees either pay for those services themselves or rely for such funding on the parish that employs them.

"There is an inequity of continuing education among ministers. We believe that what exists should be spread more equitably," Arrington said. "Unless we get salaries and benefits to a point where we can attract people and retain them... we're going to go downhill."

**Departments that duplicate functions need to be consolidated, particularly in the area of personnel.**

As an example, the report noted that the divisions of social ministry and education provide their own personnel services, independent of the Division of Personnel, Staffing and Development.

The Comprehensive Personnel Commission, established by Bishop Matthew H. Clark more than a year ago, is already addressing all three of the above concerns. One of the commission's subcommittees has developed new wage scales for the coming



Jeff Goulding/Courier-Journal

**REFORMS AND ROSES** — Two of the distinctive stained glass windows at St. John the Evangelist, Humboldt Street, depict St. Charles Borromeo (left), who instituted radical clerical reforms during the 16th century, and St. Elizabeth of Hungary, the obscure 13th-century widow whose apronful of food turned to roses when she was discovered by a prince who had forbidden her to take food to the poor. For our story on the glass behind the images, see page 3.

fiscal year. The proposed wage scales are awaiting final approval, according to Mary Kessler, a commission member who serves as director of personnel services.

Members are still being appointed for two other subcommittees. One subcommittee will revise and coordinate comprehensive diocesan personnel policies, while the other sets employment criteria for emerging ministries and studies employees' needs for professional development.

**Ministerial goals and priorities in the diocese need to be identified and made available to the MRC for its review.**

Although Bishop Clark last spring established a five-year financial planning task force, the diocese still needs to identify formal ministerial goals and priorities, according to the MRC report.

Arrington acknowledged that establishing priorities among the Church's ministries is "a very difficult question for the diocese to answer."

"Everyone's concerns are real concerns," he said. "But if we knew what the needs are and how adequately we are meeting them, our input could have a better effect."

Establishing priorities would also leave

divisions better prepared to cut their budgets if another TGA shortfall required it, Arrington added.

**All divisions need to promote evangelization.**

Budget cuts have prevented the diocese from establishing an office of evangelization, as the DPC unanimously recommended in 1983. While recognizing that evangelization depends more on attitudes than programs, the MRC urged that divisions offer programs that promote evangelization whenever possible.

**Divisions can and should adapt the MRC's review form to clearly present the goals, strengths and weaknesses of departments and programs.**

While the MRC's most recent report won high praise from DPC members for its simplified format, division directors are still searching for better ways to present information to the MRC.

Some divisions, such as personnel and support services, offer mostly services. Others, such as social ministry, operate programs. Still others, including education, do both. But in the past, each division and

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