



### Scintillating students

Thanks to a new program at St. Mary's School, some Waterloo students in grades four through eight have been showing sparkling wit. See Page 11.



### Persistent press

Cardinal Mooney used relentless pressure to stifle AQ in girls' roundball action; McQuaid's last two hoop victories follow the same script. See Pages 12 and 13.

# COURIER-JOURNAL

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## World & Nation in Brief from NC News

### World

#### Dissident may ordain bishops

**Undated** — Suspended Archbishop Marcel Lefebvre said he might ordain up to five bishops within the year but is awaiting "a sign from Providence" before he does so.

The dissident archbishop, an outspoken opponent of the reforms of the Second Vatican Council and founder of the Priestly Society of St. Pius X, also called the world day of prayer for peace in Assisi, Italy, last October "public blasphemy" and said Pope John Paul II is "more or less" in schism.

The archbishop made his statements during an interview published in the February issue of the magazine 30 Giorni (30 Days), published in Milan, Italy.

#### Bishops denounce detention

**Durban, South Africa** — The Southern African Catholic Bishops' Conference has condemned the detention of U.S. Marianhill Father James Lee Casimir Paulsen. Father Paulsen, 51, was arrested Dec. 17 by police in the South African black homeland of Transkei. The newly elected president of the bishops' conference, Bishop Wilfred Napier of Kokstad, South Africa, said the bishops had not expressed their "indignation and horror" at the detention earlier because of delicate negotiations with Transkei officials.

### Nation

#### USCC suggests welfare reforms

**Washington** — The U.S. Catholic Conference Feb. 2 urged Congress to increase welfare benefits, provide benefits to two-parent families and redesign the system to encourage gainful employment. The advice, focusing on the Aid to Families With Dependent Children program, came in written testimony presented to the Senate Finance Committee's subcommittee on Social Security and family policy by Father J. Bryan Hehir, USCC secretary for social development and world peace. Basing his remarks on the themes of the U.S. bishops' 1986 pastoral letter on the economy, the priest urged implementation of a national welfare eligibility standard and a national minimum benefit level "to ensure adequate levels of support."

#### Sanctuary worker serves time

**Dallas** — The day before she began serving a 179-day prison sentence, convicted sanctuary worker Stacey Merkt told supporters she felt honored to be part of the movement offering refuge to those fleeing turmoil in Central America. She spoke to about 45 supporters who gathered at Holy Cross Parish in Dallas Jan. 28 to offer her encouragement and to pray. Ms. Merkt, a volunteer at Casa Oscar Romero, a shelter for Central American refugees in San Benito, Texas, was convicted in 1985 of conspiring to transport illegal aliens. She began serving her sentence at the federal correctional institute in Fort Worth Jan. 29.

## Bishop terms wage increases a justice matter

By Teresa A. Parsons

It's a step in the right direction, but there's still a long way left to go.

That was the reaction of a variety of parish and diocesan employees who received the 1987/88 outline of wage, salary and benefit guidelines last week.

"I think this continues the excellent tradition that Bishop Clark has established in trying to maintain just salaries for people who have been in (ministry) for a long time," said Deacon Thomas Driscoll, minister of Christian formation at St. Louis Parish in Pittsford.

"I also think it is a solid attempt to implement the bishops' (economics) pastoral, and that's a really good thing," he added. "But I would hope that nobody would get complacent with this. If our Church is going to talk about justice, it's got to put that into practice. It's not a sin to receive a just salary."

Recommended increases, which will take effect July 1, 1987, range from three percent for clerical and secretarial workers to 29 percent in the case of stipends for religious women.

"The increases were not as great as they should have been to bring salary and benefit levels up to where they should be," said Father Robert Schrader, director of the Division of Personnel, Staffing and Development. "But we're not budgeting on money that we have; we're budgeting on money we hope to raise next year. The money comes from people who support the Church, and people's ability to give is limited by their own resources."

This year's salary and wage scale was prepared for the first time by the salary and benefits subcommittee of the Comprehensive Personnel Commission. A group of diocesan administrators and volunteers with personnel expertise gained in the business community, the

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NC photo

**ACTING DEBUT** — Father Gabriel (portrayed by Jeremy Irons), left, and Father Sebastian (played by Father Daniel Berrigan) pause by a waterfall during their journey through South America in a scene from *The Mission*. Father Berrigan also served as an advisor on the film's production. For complete story on the recently released movie, see page 5.

## Tough tasks lie ahead for personnel commission

Before this year's wage and salary guidelines were introduced, plenty of people in the Diocese of Rochester had never heard of the Comprehensive Personnel Commission.

They'll be hearing a lot more about it from now on.

Established by Bishop Matthew H. Clark in 1985, the 11-member commission is charged with reviewing and revising personnel policies and standards for all parish and diocesan employees, as well as for those who work for diocesan-sponsored organizations.

"A number of different bodies were trying to do this, parallel to one another. I think this will add some comprehensive value," explained Father Robert Schrader, director of the Division of Personnel, Staffing and Development, which will work closely with the commission.

Direction for the commission has come from several sources, including the bishops' pastoral letter on the U.S. economy and a position paper recently released by the National Association of Church Personnel Administrators (NACPA), entitled "Just Treatment for Those Who Work for the Church."

The commission's 11 members include the bishop, three diocesan division directors and six lay persons with expertise in the

areas of corporate personnel and benefits management.

But actual policies and recommendations will be formed in several subcommittees. So far, the commission has named three subcommittees — salary and benefits, development of ministers/employees and comprehensive policies.

In response to rumblings about the limited membership of the commission, Mary Kessler, Director of Personnel Services, pointed out that the subcommittees will include, but not be limited to: commission members who may not serve as chairmen of the groups; advisors from the personnel division; priests from parishes that include a school; priests from parishes without a school; pastoral assistants and parish visitors; religious educators; deacons; youth ministers; religious teacher and principal representatives; non-exempt representatives from parishes and from the pastoral center; and exempt employees from parishes not already represented, as well as from the pastoral center.

"Each voice on the subcommittees is an equal voice," Kessler said. "We're trying to make sure that there isn't an employee in this diocese who doesn't know where to go with input for this process."

Members of the salary and benefits subcommittee have already taken over from the

non-defunct Joint Salary Committee the task of developing the diocese's annual schedule of wages and benefits.

The comprehensive policies subcommittee is assigned to develop personnel procedures and guidelines for all Church employees, whether they work for the diocese, a parish or a Church-sponsored agency.

Developing criteria for emerging ministries, such as those of parish business managers and lay administrators, will be the aim of the third subcommittee.

Each subcommittee will study the areas to which it is assigned and make recommendations to the commission, which will in turn recommend policies to the bishop for his approval.

None of these tasks will be easy. Currently, the Divisions of Social Ministry and Education handle their own individual personnel functions internally. Parishes don't really have official personnel policies, but instead pick and choose from the diocesan package as their financial situations allow.

Members of the commission and its subcommittees are nevertheless confident that they can win acceptance throughout the diocese, if they consult enough people and incorporate their ideas and suggestions into the final result.

"If it is just, and if the people have input, they'll accept it," Kessler concluded.