

MRC

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January and May, 1987, and organized training programs for more than 100 parish youth volunteers since last September, according to Pat Fox, director.

"We're blessed with good and dedicated staff," observed Sister Roberta Tierney, director of the education division. "But the question is, can we keep expecting that kind of performance?"

Since the prospect of dramatically increasing his budget is unlikely, Fox has concentrated on stretching it by offering internships and by recruiting parish youths and youth ministers as volunteers who can help offer programs.

"I guess I could either stamp my feet and let things stagnate, or look for creative ways to collaborate," Fox said.

The MRC report cited Claude Lester for similar efforts through the Collegial Associates program. Lester, the director and sole staff member in the Office of Parish Services, has recruited and trained nine volunteer associates who will in turn, help develop and train parish council members.

Especially in light of the demands that personnel shortages place on diocesan employees,

the MRC echoed its January review in stressing that diocesan salaries and benefits must be competitive with market rates.

"Where I come from, it's very difficult to raise the necessary talent within an organization unless you can match what your competitors pay," Arrington said. "Otherwise, it's very difficult to attract quality people, and it's very difficult to keep them."

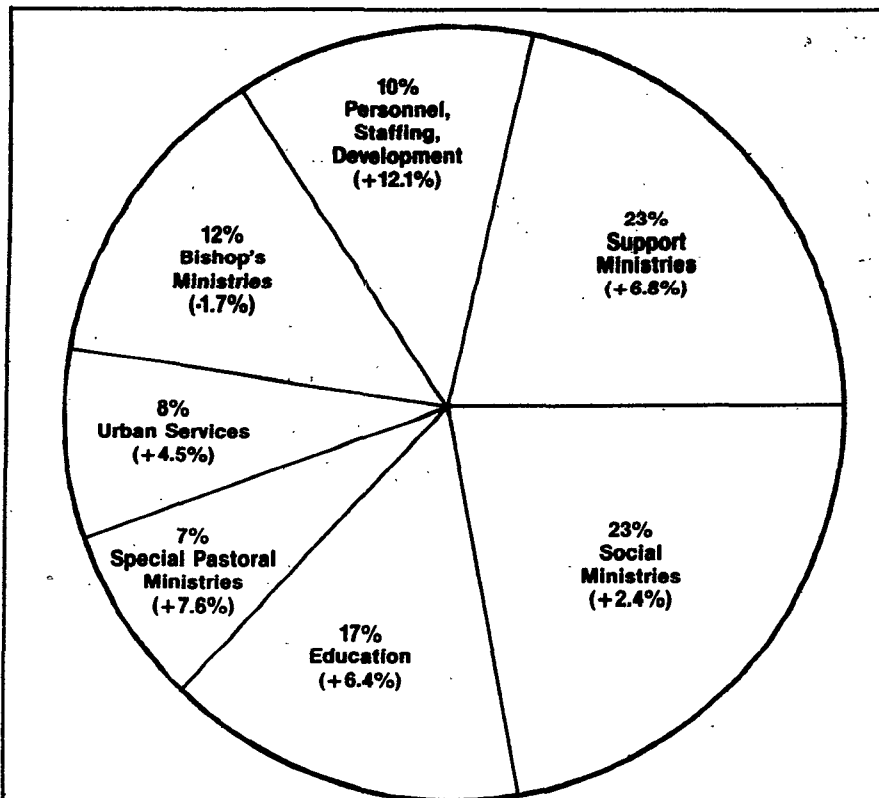
The MRC commended both Bishop Matthew H. Clark and the Division of Personnel, Staffing and Development for establishing the Comprehensive Personnel Commission. The commission's three subcommittees are developing unified diocesan personnel policies, guidelines for equitable salaries and benefits, and proposals for the formation and continuing career development of all diocesan ministers and employees.

Reiterating its own previous reports as well as the report of the Five-Year Financial Planning Task Force released last month, the MRC urged that ministerial priorities be established for the diocese and that the diocesan process of allocating funds be reviewed.

Diocesan budgeting has traditionally been done on an incremental basis — distributing available increases in funds among as many existing programs and divisions as possible.

"Incremental budgeting, as opposed to zero-based budgeting, doesn't require that you go back in much depth and look at (existing) programs," Arrington explained. "It perpetuates programming."

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PROPOSED DIOCESAN EXPENDITURES — The chart above illustrates the percentage of diocesan expenditures allocated to each division from the 1987/88 budget. Figures in parentheses indicate the percentage of increase over the previous year. All figures used above have been rounded off to an approximate value.

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EDWIN SULEWSKI
FUNERAL DIRECTOR

Can drugs be used to manage grief?

Grief is best managed by talking about it and expressing our feelings to those we trust. Drugs, including alcohol, limit our ability to face grief openly and serve only the non-productive goal of hiding or masking our feelings. There is no question that feelings of grief are painful and will often be difficult to face. Instead of drugs, find good friends who will listen and support you as you express your feelings of grief. If you have been taking drugs and you feel you cannot go on without them, see your physician, or a mental health worker who knows about grief. If you find yourself drinking more than usual or suffering severe stress seek help from professionals.

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