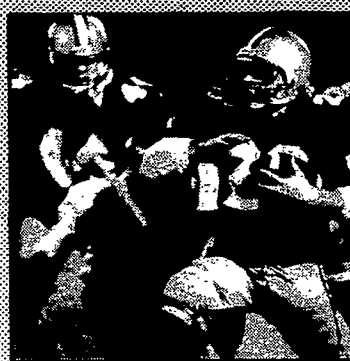




### Forgotten families

The suffering of men and women who call the city's subway tunnels and streets home often obscures the dilemmas faced by their families and friends. See page 8.



### Bullish Braves

Canandaigua used its multi-faceted offense to gain a 21-7 win over Bishop Kearney, earning Mike Foster's Braves their fourth championship in five years. See page 12.

# COURIER-JOURNAL

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## Wage proposals backed by research, consultation

By Teresa A. Parsons

Diocesan and parish employees can look forward at the end of this year to receiving the most comprehensive and soundly researched package of wage and salary guidelines ever compiled for the Church of Rochester.

For the first time in diocesan history, a committee representing a broad cross-section of diocesan and parish employees and administrators have developed such guidelines based on research and consultation, according to Gerald Madden, chairman of the Comprehensive Personnel Commission's subcommittee on wages and salaries.

The diocesan personnel commission, established three years ago by Bishop Matthew H. Clark to review and revise personnel policies and standards for all parish and diocesan employees, in turn spawned subcommittees to focus on each of three areas: salaries and benefits, development of ministers/employees, and comprehensive personnel policies.

In just over a year of work, members of the development subcommittee have focused on studying alternative styles of parish leadership and current diocesan policies for development of all ministers and employees, according to Christine Bochen, subcommittee chairwoman. "What we're looking at generally are issues such as the need for continuing education and administrative skill development," she said. "A great deal of that does currently happen in the diocese, but we're looking at ways of making it more just and equitable."

Earlier this fall, the subcommittee also submitted to the Diocesan Priests' Council an initial report on the position of lay parish administrator.

The comprehensive policies subcommittee is meanwhile attempting to standardize as many as 15-20 major personnel policy areas so that they apply equally to employees of parishes, schools, social-ministry agencies and the Pastoral Center.

Among those areas already being addressed by the subcommittee are vacation and holiday policies. Among those issues the subcommittee members hope to address are job security, affirmative action, and sexual harassment. "A lot of those kinds of rights that in justice pertain to each of us will be addressed," said Father Gerald Appelby, subcommittee chairman. "Of course there is a question of strain whenever you try to move toward justice, but justice is justice."

Once the subcommittee has completed its draft of an updated diocesan policies manual, members will organize a series of diocesan convenings to educate church employees regarding those policies and how they apply to individuals. The subcommittees' preliminary goal for completing the process is July, 1989.

Last spring, the salary and benefits subcommittee developed its first set of wage guidelines, recommending increases ranging from 3 percent for clerical and secretarial workers to 29 percent in the case of stipends for women religious.

"What we did was more or less a rubber-stamp procedure last year, dusting off the previous year's recommendations," Madden said. "This year, we wanted to be sure that when wages were determined, they were made on some solid basis rather than on any ad hoc judgment . . . that they were meaningful and hopefully competitive."

"Everyone's feeling more comfortable and confident now that we can look to some data that reflects what we've done over this past year," he added.

The new guidelines, on which the subcommittee's 17 members have been working since

June, take into account such economic indicators as the Consumer Price Index. When the guidelines are released in late December or early January, they will also include more categories of diocesan and parish personnel than ever before.

The diocesan Department of Personnel Services is currently conducting a survey to determine wages paid to such parish and school personnel as music directors, organists, housekeepers, cooks, secretaries and maintenance workers — none of whom were covered under last year's guidelines.

"What the (sub)committee has done is raised the visibility of all members of the parish," Madden said. "We all now realize that every component of the parish, no matter how small or menial the task (they perform) may seem, deserves a just wage."

Mary Cantatore, president of a parish secretaries organization known as COPE (Church Office Professional Employees), welcomed the survey as "a sign that we're finally gaining recognition of our rightful place in the Church."

"I don't think we have ever been covered by diocesan guidelines," she said. "But many priests and people will tell you that we're the backbone of the Church."

Others whose jobs are included in the survey wonder whether such guidelines can ever truly represent the range of tasks encompassed by such job titles as housekeeper or maintenance worker — especially across parishes that vary by size and composition. "I really don't think it would be useful," one school secretary remarked of the proposed wage guidelines. "Not every parish can do what others can do."

Anna Cotton, who has served as housekeeper at St. Mary of the Assumption in Scottsville for a decade, agreed that each parish will continue to pay what it can afford for positions such as hers, regardless of diocesan recommendations. "You start out at minimum wage and the longer you're there, the more you make," she said. "But every priest and every household is different."

Parish wage and salary policies also tend to change with each new pastor, observed Helen Morrissey, who's seen five priests come and go in the nearly 30 years since she became organist at St. Bridget's Parish in East Bloomfield. Some pastors have chosen to pay for her services, and some have not.

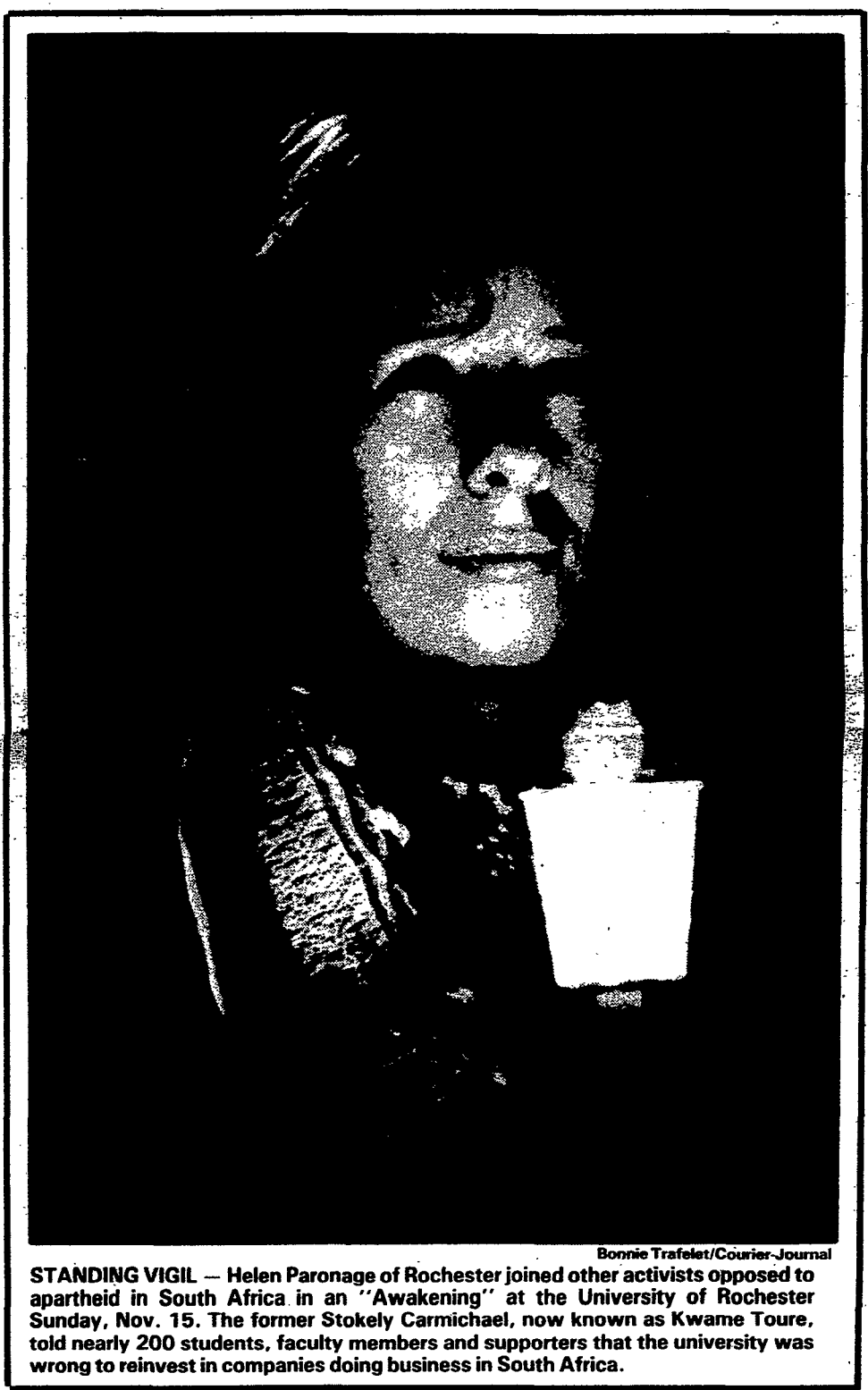
"In my opinion, it wouldn't matter if I got paid or not. I'm too old, and I'm not a very good organist," Morrissey said. "But a younger person probably wouldn't do it if she wasn't paid. I think the guidelines are a good idea."

Business Manager Stephen Tempest of St. Mary's in Canandaigua likewise welcomes the attempt at standardization, especially if the salary guidelines are intended to serve as a beginning point for parishes. "Parishes are traditionally going to start as low as they can because they just don't have the resources," he said. "I hope they do bring qualifications into it, especially in a position like mine."

Business manager, he explained is a position that is particularly apt to be applied to people with a variety of skill levels and responsibilities, ranging from administrative to clerical.

On the other hand, some church employees fear that wage and salary guidelines that do take experience and qualifications into account may discourage parishes from employing well-qualified candidates when funds are in short supply.

Religious educators can point to at least one instance last year in which a parish director of religious education's contract was allegedly terminated by a pastor for financial reasons. She



Bonnie Trafelet/Courier-Journal

**STANDING VIGIL** — Helen Paronage of Rochester joined other activists opposed to apartheid in South Africa in an "Awakening" at the University of Rochester Sunday, Nov. 15. The former Stokely Carmichael, now known as Kwame Toure, told nearly 200 students, faculty members and supporters that the university was wrong to reinvest in companies doing business in South Africa.

has since been replaced by a "religious-education coordinator," who could be paid as much as \$6,000 less per year than her predecessor, according to diocesan wage guidelines.

That particular case "scared those of us who have degrees the most," said Elizabeth Maurer, a member of the personnel commission's comprehensive policies subcommittee and the director of religious education at Blessed Sacrament Church in Rochester.

"I had one priest say to me, 'Liz, I hope you're prepared to see us start looking for people who are younger and fresh out of school, because we can't pay the salaries you guys are going to demand,'" she reported.

Maurer hopes that the comprehensive policies subcommittee, which is charged with revising the diocesan personnel policy manual by July, 1989, can avoid such a threat by developing policies that protect job security. "I think we've accomplished an awful lot, but we haven't gotten to that point yet," she said.

Madden acknowledged that last year's recommended increases placed "a real strain" on the limited resources of many parishes.

"Whenever programs come out of the (diocesan office) regarding economics, parishes tend to wince," he observed. "There's no question that there will be an economic impact on

parishes that may cause some disruption in programs.

"It's the same old story, that you're dealing with resources that are limited and have to be

Continued on Page 18

## Index

Around the Diocese . . . . .	Page 2
Calendar . . . . .	Page 10
Classifieds . . . . .	Page 17
Columnists . . . . .	Pages 14, 15
Echo . . . . .	Page 11
Editorial & Opinion . . . . .	Page 16
Features . . . . .	Pages 7-9, 20
Local News . . . . .	Page 3
Sports . . . . .	Pages 12, 13
World & Nation . . . . .	Pages 4-6

