

et cetera

Study

Continued from Page 3

In addition to implementing some of the short-term goals of the Foley report, the appeal leadership is already beginning to consider its long-term recommendations, one of which is to promote awareness of the appeal throughout the year.

"We need to create a strong, 12-month communications campaign that outlines where the

money is spent," Hetterich commented. "I think we need to pay greater attention to stewardship, to focus more on where the money is spent rather than focusing our energy on raising the money"

Among recommendations TGA leaders will consider are: finding ways to encourage greater participation at the parish level to ensure increased parishioner participation in the appeal; increasing the parish share of overage — money raised in excess of parish quotas, of which 50 per cent is currently being returned to the parishes — to 100 percent of the excess amount;

it's being built before he will give"

A second principle guiding his efforts is that all donors — no matter how much they give — must be treated with respect and consideration. "You must pay attention to every donor and treat him as first class," Seeberg said. "It doesn't matter whether they give five or five million dollars"

Seeberg also sees the director's job as straddling two worlds. "I think part of this job is I have to mediate between the people out there in the parishes and the people here (in the Pastoral Center)," he said.

For the time being, however, Seeberg is focusing his efforts on learning the status and mechanics of current fundraising efforts.

"If I could wave a wand, I would be on a retainer for the next 90 days, not working for

and attending pastors' regional meetings on a regular basis to establish contact between appeal leaders and parish personnel, and to answer questions about the TGA on a more personal level.

Hetterich noted, however, that any long-term plans will be affected by the hiring of the new diocesan development director, Mark Seeberg, and the recommendations in Diocesan Oversight Task Force's report.

The exact role Seeberg — who began his job July 5 — will play in the TGA has not been clearly determined at this point. Technically,

the diocese, but an outsider looking in," Seeberg said, noting that coming from outside the diocese will help him to better evaluate the development situation. "I don't have a lot of biases," he explained. "I can bring a certain objectivity — at least at first"

Ultimately, he said, he will have to develop his own sense of ownership in the diocese before he can be an effective development director. "I've got to get to know and love the place," he commented.

Once that happens, Seeberg believes he will be able to give others a sense of ownership and encourage them to support the diocese.

"I want to build ownership; I want to build involvement," he concluded. "I'm not worried about the money. The money will follow"

the appeal falls under the jurisdiction of the development director, but because plans for the 1988 appeal are already in place, neither Sullivan nor Ryan are expected in place, the director will depend on Seeberg's initiatives and on which of the task force recommendations Bishop Clark accepts, he said.

The Foley report notes that the Diocesan Oversight Task Force's report contains recommendations that may lead to a master plan for diocesan financial development. The TGA report suggests that as proceeds from other revenue sources increase, the diocese should be able to rely less on the appeal for its financial needs.

Hetterich cautions, however, that this recommendation "is a suggested way to go; it's not the plan." Ultimately, future fundraising efforts will depend on Seeberg's initiatives and on which of the task force recommendations Bishop Clark accepts, he said.

At this time, the TGA leaders are focusing attention on the long-term recommendations they can make based on the Foley report, Hetterich said.

"(The TGA) is sort of an adolescent," Hetterich suggested. "It's out of its infancy and now ready to move into adulthood."

"I would like to be able to move this process through the adolescent stage and implement some of the suggestions in the Foley report," he concluded.

Development

Continued from Page 3

bureaucracy is an end in itself, then I'm going to lance that boil right away"

Getting people to understand the nature of diocesan programs and the purposes they serve is part of a slow process of personal contact and education, Seeberg said. Development isn't just fundraising or a quick fix, he explained. "It's an education process, and I'm an educator."

"You don't walk into somebody's office and say, 'I need a million dollars for this building,'" he noted. "It won't be there. That (donor) has to see the importance of that building and why

Classifieds

To place a classified ad, call 328-4340 between 8:30 a.m.-4:30 p.m. Monday through Friday. Classified ads cost 50 cents a word with a \$7.50 minimum. If you mail your ad to us, you may enclose payment or include a billing address.

General

CARD OF THANKS 2

SACRED HEART of Jesus, St. Jude, thanks for favors received and favors to come. K.S.

THANK YOU to St. Jude, Jesus, Mary and Joseph for helping me to prosper. H.A.S.

THANKS ST. JUDS, Blessed Mother, St. Anthony and Jesus for prayers answered. F.R.

LAKE GEORGE fishing and vacation maps: 45 other NYS waters. FREE reference catalog. Inland Sportsman Metro, P.O. Box 118, Springbrook, NY 14140, or call (716) 662-3310. (NYS CAN)

MASTERCARD No one refused, regardless of credit history. Also, ERASE bad credit. Do it yourself. Call 1-619-585-1522, ext. C2707NY, 24 hrs.

Call the Covenant House 9-LINE, a hotline for troubled youth and families, open 24-hours a day, seven days a week, from anywhere in the U.S. 1-800-999-9999

The street is no solution. Old problems get worse, and new ones are created.



Employment

Help Wanted 14

NURSES - L.P.N.s Join HCR's Home Care Team and qualify for our accelerated R.N. Scholarship program. To set up an appointment to discuss the program, call Gwen Scott at HCR 272-1930.

RESEARCH INTERVIEWERS Important, permanent part-time work interviewing door-to-door in Rochester for the well-known GAL-LJP POLL. Questionnaires include politics, financial behavior, lifestyles and consumer preference. Weekend and/or evening work, approximately 16 hours per month. No experience and no age restrictions for persons over 18. Ideal for retirees. You need only to be able to read well, talk with people and have a dependable car. \$5.25 per hour, plus mileage. Send work experience, address and telephone number to: Princeton Survey Research Center, P.O. Box 828, Princeton, NJ 08542.

PASTORAL ASSISTANT RELIGIOUS EDUCATION YOUTH MINISTRY Positions available in several parishes in the Diocese of Rochester. Interested candidates send resume to: Mary Kessler, Dept. of Personnel Diocese of Rochester 1150 Buffalo Road Rochester, NY 14624

DRIVERS/TEAMS wanted: Minimum age 23, (1) year cross country experience, insurance, clean record, weekly settlements, bonus program, leading/training. KROBLIN REFRIGERATED XPRESS, INC. 1(800)331-3666. (NYS CAN)

MWING! Government jobs - your area. \$15,000-\$88,000. Call (802) 638-8885 ext. 7083.

ORGANIST & CHOIR director-Part-time. St. James Church. Call: 482-9796.

DIRECTOR OF MUSIC or choir director/song leader. Musical background or degree preferred. Please contact the rectory of St. Mary the Assumption Church in Scottsville, NY. (716) 889-3100.

PART TIME work: stuffing envelopes with our literature. Earn \$2.00 per envelope. Send a self-addressed, stamped envelope to: Allied Associates, 355 West 39th Street, New York NY 10018-1401, attention: Personnel Screening. (NYS CAN)

SALESPERSON - Full time for video production company. Video production experience preferred. Outside sales experience helpful. Send resume to: Eastern Video Production, 1807 Penfield Rd., Penfield, NY 14226.

SECRETARY/RECEPTIONIST-Part-time evenings and weekends 18-20 hrs/week. Call 482-3500 for information and appointment.

WORK AT HOME - Part time. \$100/week possible. Details (1) 805-887-8000. Ext. W1467.

H.H.A.'s - Certified HCR now has positions open for quality H.H.A.s who are caring and skilled. Please call Gwen Scott for an appointment. 272-1930.

Business Opportunities 18

DEALERSHIP LOG homes: your complete log home manufacturing company has all of America's finest lines, starting at \$9,675. Great earning potential, will not interfere with present employment. Investment 100% secured by model home. Call Mr. Lamont, toll free 1(800)221-5647. The original OLD-TIMER/LOG HOMES and Supply Inc., 82 S. 348 Logue Road, Mt. Juliet, TN 37122. (NYS CAN) 37.

1000 SUNBEDS TONING tables: Sui-al-WOLFF tanning beds Slender. Quiet passive exercisers. Call for FREE color catalogue. Save to 50%. 1(800)229-8292. (NYS CAN)

Buy/Sell-General

Pets/Supplies 31

DO YOU HAVE A PET that needs a home? The Courier-Journal will print your ad for \$2.00. Be humane - give someone a chance to care for your fuzzy friend! Call the C-J at 328-4340 to place your ad.

Merchandise For Sale 38

HALF PRICE!! Flashing arrow signs \$299! Lighted, non-arrow \$289! Unlighted \$249! Free letters! Free \$3 18" jumbo letters! Can see locally. Call now! 1(800)423-0163, anytime. (NYS CAN)

Wanted To Buy 37

FURTS - Any Kind. Coats - Jackets - Coats. Good condition. Cash or consignment. Tues.-Sat. 11-6 544-3331

Antiques

Top cash paid for old wood furniture, clocks, glass and china, sterling, crocks, quilts, etc. One item or complete household. 647-2480 or 872-2239

WANTED TO BUY

Used records, all speeds, must be in excellent condition. Call BOP SHOP RECORDS 271-3354. Buy/Sell/Trade new/used records, specializing in folk, jazz, blues, new age & international.

Property

SEASHORE PROPERTY OCEAN CITY, MD - DEL. FREE copy of J/R's BEST BUYS Call 1-800-437-7600 or write - Jerry J/R Rivkin, Realtor, 12003 Coastal Hwy. Ocean City, MD. 21842.

Household Sales 41

HOUSEHOLD & ESTATE SALES Experienced, Free Estimates. We also buy accumulations. Nancy Flaherty (716) 533-1746.

Homes for Sale 51

SENECA LAKE - 121' LF year-round home, dock, boat house, gazebo, decks, 4 bdrm. \$285,000. Helen Snyder, Century 21 Tilley, 807-273-0486.

Homes for Rent 52

SUMMER COTTAGE Now Renting 4 Rooms • Recently Remodeled Completely Furnished • Scenic Location at Chimney Bluffs (Between Sodus and Wolcott) 1 hr. from Rochester • Call for more information 288-5048

Urban Apartments for Rent 58

MIDTOWN MANOR APARTMENTS FOR AGE 52 AND OLDER Convenient Downtown location walk to shopping. On a direct busline. • Studio \$254 • One Bedroom \$299 All Utilities Included Monthly Mass Services Section 8 accepted 475 East Broad St. 546-3650

HILL COURT APARTMENTS SOUTH One and two bedroom including heat, hot water and cable. Carpeted throughout. 544-1788

NQ. UNION NEAR MAIN 1 Bdrm. for quiet elder, reliable, clean, private, bus, \$275 includes everything. Security. Corpus Christi area. 271-2110.

Office Space 62

OFFICE Commercial bldg., for rent. 560 sq. ft. plus basement. Offices, professionals, etc. Ample Parking. 3861 Lyell Road in Gates. (716) 436-3200

Transportation

Automobiles 70

RED HOT BARGAINS! Drug dealers' cars, boats, planes rep'd. Surplus. Your area. Buyers' Guide. (1) 805-687-6800, ext. S-1467

Recreational Vehicles 73

STARCRAFT CAMPER - pop-up, excellent condition, new tires, sleeps eight. Call after 5:30 p.m. 657-7523. \$1200 or B.O.

Painting/Papering 118

BILL KNAPP PAINTING Interior - Exterior Free Estimates • 18 Years Experience Fully Insured • Will Travel (716) 342-2021

PAINTING Interior - exterior. 25 years experience. Reasonable. Fully insured. Tom Mulhern. 248-8863.

FOX PAINTING Interior/Exterior • Residential/Commercial Excellent References Fully Insured Emmett Fox (716) 442-4809

Travel 127

A WONDERFUL family experience: Australian, European, Scandinavian High School exchange students arriving in August. Become a host family for American intercultural student exchange. Call 1-800-SIBLING. (NYS CAN)

Window Cleaning 131

WINDOW WASHING - Houses, apartments. Windows, storms, screens, etc. Free estimates. Tity Tom Services, 225-5865.

Ceilings 138

TEXTURED CEILINGS 8x12 ceiling only \$50. Water damage, drywall, plaster repairs, stipple, swirl, sunbursts, painting, insurance work. 863-8824.

SUMMER SUPER SAVER

15 Words in the COURIER CLASSIFIEDS FOR \$5.00/Week. The ad must run for two weeks in a row. Offer Expires July 31, 1988

Grid for ad placement: 2 rows by 5 columns.

Fill in the Above Boxes with your ad Enclose with check or money order & mail to:

Courier-Journal Classified Advertising Dept. 1150 Buffalo Rd., Rochester, N.Y. 14624

2 for \$10

2 for \$10