



Silent sabbatical

Dominican Father Matthew Fox has agreed to take a sabbatical as a compromise to the Vatican's request to terminate his activities on behalf of creation-centered spirituality. Page 3.



Soccer sectionals

McQuaid earned the third seed in Class A and the Cardinal Mooney girls were named the No. 3 seed in Class BB, as the sectionals began in soccer this week. See pages 12 and 13.

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Combined board to govern three social ministry agencies

By Rob Cullivan

The Genesee Valley Office of Social Ministry announced Wednesday, Oct. 19, that it will merge with the Catholic Youth Organization and Catholic Family Center under a regional board that will consolidate planning and administration of the three programs.

The reorganization concludes a process begun in late April of this year by a committee chaired by Richard Dollinger. The new organization will initially adopt Catholic Family Center as its name, but GVOSM board President Kathleen Machi said that the new regional board might change the name in the next six to 12 months.

The entire reorganization process may take up to two years, Machi said. The new CFC will be officially inaugurated when the three organizations sign an operating agreement on Tuesday, Nov. 1, at the Pastoral Center in Gates. Machi will be named president pro tem at that time, and will guide the regional board until an executive director is found. The first board meeting is planned for Wednesday, Nov. 9, Machi said.

Currently, a search committee consisting of Father John A. Firpo, director of the diocesan office of social ministry, and the current presidents of the three component agencies is screening applications for the new regional board's executive director. The search committee must unanimously agree on three candidates, from whom the regional board will select the new director.

"We have received an overwhelming number of applications from around the country," Father Firpo remarked. The prospective director's salary would be between \$50,000 and \$60,000, Father Firpo said. The board will probably have chosen a director by February 1 of 1989, according to Machi.

The new director will preside over a structural shake-up that includes the following changes:

- Consolidation of the three programs' boards into one board. Active members of the three separate boards will be automatically accepted onto the CFC board if they choose to join. This board will have the power to approve nominations for its membership and will be able to hire and fire the executive director.

- Creation of eight departments to encompass the programs of the three organizations. The new departments are: Catholic Youth Organization; Elderly Services; Parental and Children; Personal and Family Development; Justice and Peace; Refugee Resettlement and Migration; the substance-abuse program Restart; and Disabilities.

Each department will have an advisory committee whose chair will be a voting member of the regional board. Current board members in each of the three organizations may opt to serve on these committees rather than choosing to serve on the regional board, Machi said. Other reorganizational changes include:

- A streamlining of financial, personnel and employee benefit policies. Standardization of health benefits, pension plans and job descriptions are among the areas that the regional board will discuss, Machi said.

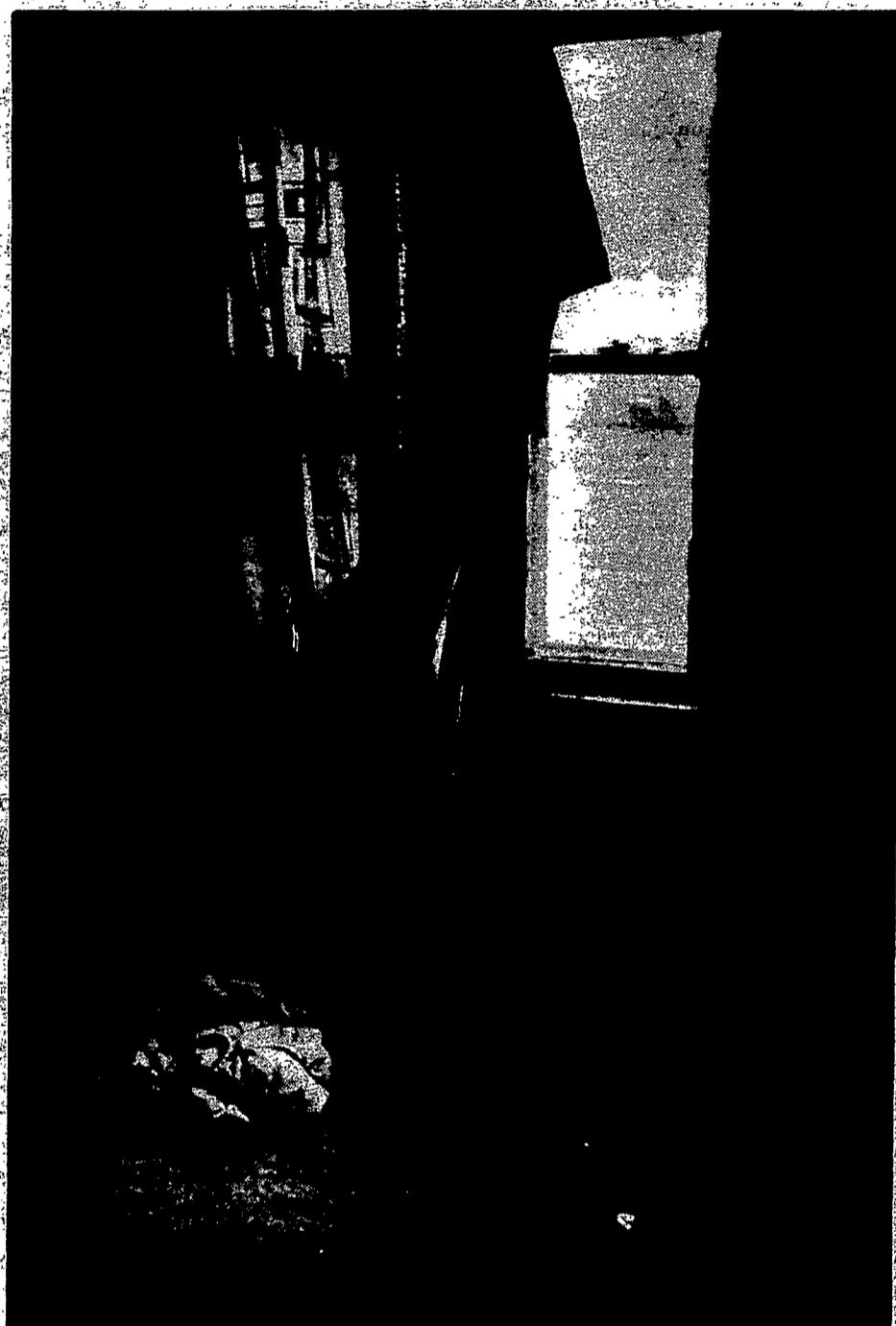
- Coordination of human services with those offered by the Justice and Peace ministry. The Dollinger committee's August report on recommendations for reorganization noted that the future of Justice and Peace ministry warranted considerable debate. The Dollinger committee discussed creating a separate board for Justice and Peace, but eventually the committee decided to recommend that it become a department.

Machi commented that consolidating the human services ministries with justice and peace advocacy is one of the most important aspects of the reorganization. She illustrated the new relationship that she hopes will form between human service and J/P advocates by using an example of a situation workers in the new disabilities department might face.

Such workers may know that their clients have such special transportation needs as lifts on buses, but due to time constraints, are unable to advocate with transportation companies on behalf of the disabled. Prior to the reorganization, these workers might have not considered advocacy efforts, but under the new structure, the J/P staff will be able to advocate for the disabled persons.

Maurice J. Tierney, associate director of social ministries, said improved communications between departments under the new agreement

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Linda Dow Hayes/Courier-Journal

FAMILIES AT RISK — Evidence of a hurried departure littered this southwest Rochester apartment, which the Department of Social Services ordered a mother and her three children to leave because of the dwelling's substandard conditions. Many low-income families are forced to choose between poor housing and becoming homeless. For more on housing homeless families, see page 6.

Efficiency key to reorganization of personnel division

By Lee Strong

In a realignment of the diocesan Division of Personnel, Staffing and Development, the director of priest personnel will no longer head the division. In addition, for the first time in diocesan history, the director of personnel will in all likelihood not be a priest.

This change is the first step in what diocesan officials describe as a long-term process of restructuring intended to improve efficiency and increase professionalism in personnel services for the Diocese of Rochester. Separating the roles of division director and director of priest personnel also recognizes that priests now constitute just one component of a much broader personnel picture that includes increasing numbers of lay employees.

The diocese has already begun a search for a new division director to replace Father Robert Schrader, who has held the positions of division director and director of priest personnel since January, 1986. After the new director is hired — possibly as early as November — Father Schrader will remain as director of priest personnel.

Once the new director is on board, the division will undergo additional modifications in structure and personnel operations. Among

changes being discussed are: "regrading" the salary ranges of Pastoral Center positions; restructuring the Personnel Commission; and consolidating or better coordinating personnel operations conducted by other divisions.

The changes are guided, in part, by recommendations contained in a report of the National Association of Church Personnel Administrators (NACPA), which in December, 1987, audited diocesan personnel operations and surveyed diocesan employees. These recommendations were presented to the diocese in March, 1988. After receiving the report, Bishop Matthew H. Clark appointed an implementation committee to study the document. The committee has since made suggestions to the Personnel Commission about which of NACPA's recommendations to implement.

The diocese decided to commission the audit, Father Schrader said, because the current structure of the personnel division had been in place for several years, and "we thought it would be a good time to look at it. Also we were seeing some duplication of services in some areas. We wanted to look at the most efficient way to administer the human resources of the diocese."

"I think there's a growing awareness that the area of personnel in the pastoral office and throughout the diocese is an area where we need increasing sensitivity," said Father John Mulligan, moderator of the pastoral office. "Many of the Church's social teachings talk about fair treatment of employees. We can't be about telling other people to be fair unless we are looking at ourselves, too."

The implementation committee that studied the audit report was comprised of individuals who had helped with the audit. Committee members were: Father Schrader; Mary Kessler, director of the department of personnel services; Martha Anciuaitis, former personnel coordinator in Kessler's office; Sister Theresa Rutty, RSM, principal of St. James School and a member of the Joint Executive Committee; Gerald Madden, manager of employee benefits at Xerox Corporation; and Father Paul Tomasso, secretary to Bishop Matthew H. Clark.

The committee considered not only the NACPA audit report, but also recommendations made by the Five Year Financial Planning Task Force and the Pastoral Structures and Services Report released in September.

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