

Personnel

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1986. The committee solicited responses from diocesan personnel who had read the NACPA audit and consolidated 82 pages of responses into 18 points, which were then presented to the Personnel Commission.

Some of the committee's recommendations are already being implemented, Kessler said. The personnel division and benefits office of the Division of Support Ministries are jointly increasing efforts to disseminate information about benefits to employees. The personnel division and the continuing education office are working more closely to provide educational opportunities for diocesan employees. Personnel policies are also being updated.

Kessler noted, however, that the committee's primary recommendations were that the positions of division director and priest personnel director be separated, and that a new division director who has professional experience in personnel administration be hired. This position is to be filled before any other recommendations are implemented. "We need to have that person on board before we can talk about definite plans," she said.

"I think we would like to avoid a situation where the person will say, 'Why did you do this this way two months ago? I would have done it a different way,'" Father Mulligan remarked.

Once the director is hired, he or she will look at the audit and the implementation committee recommendations, and decide how to proceed with reorganizing the division.

According to Father Schrader, one area the new director will look at is the structure of the three committees of the Personnel Commission: the Policies Committee, the Salary and Benefits Committee, and the Development of Ministers and Employees Committee.

"Right now we have some professionals on each of the committees and representatives of each employee constituency," Father Schrader explained. He noted that the committees sometimes have a difficult time filling the constituency positions on all three committees, and so the NACPA report recommends that the committees consist of personnel professionals and that the employees be represented on a separate committee. "It would be a constituency group," he said. "All committees would have to funnel their work through that group before it went to the commission and then to the bishop."

Another area the new director will have to address is the compensation "regrading" of diocesan positions in light of restructuring at the pastoral office and in comparison with salary and benefit packages for other not-for-profit organizations.

"We haven't looked at what the grades should be for not-for-profit organizations since 1981," Father Schrader explained. "Some (positions) have salaries that are too low and need to be raised. Some have salaries that are too high and may have to be frozen."

Possibly the most difficult recommendation to implement will be the consolidation of personnel services under one division. Currently, the Division of Social Ministry and the Division of Education have their own personnel offices. In addition, a number of offices that provide services to personnel — such as campus ministry and continuing education — are located in other divisions.

Father Schrader noted that other not-for-profit organizations have all personnel functions consolidated in one personnel office, and that the diocese could follow their example. Another option is that the offices remain separate, but that the diocese develop a comprehensive personnel policy.

Father Schrader added that consolidation "might be a possibility down the road, (but) I think it's too early to be thinking along those lines at the moment."

Father Mulligan concurred that such a de-

cision is one that would take time and study. "That's one of the questions we'll be taking a serious look at," he said. "That's the kind of question that we'd want the person on board before we tackle it."

Amid the recommendations for change contained in the report, the auditors also offered praise for the diocese's ongoing attempts to improve its personnel policies, Kessler said. "They were immediately drawn to the strong, progressive spirit in the diocese and an openness to making changes," she said. In fact, she added, they were so impressed with the diocesan Personnel Commission that Father Schrader was invited to deliver a talk about it at the national NACPA conference being held in Philadelphia this week.

In addition, she said, the auditors praised the competence of personnel division staff, particularly praising Father Schrader for the nearly impossible task of juggling the two po-

sitions he currently holds.

Kessler said that division personnel are excited about the possibilities opened by the report, and are already brainstorming ways to restructure the division. They are also looking forward to the hiring of the new director.

"We have begun," she said. "We have the audit. We have the reports. Now we need the leadership on board to continue the best way that we can."

Correction

Two of last week's articles contained errors.

In "Speakers urge appreciation of cultural identity," Beverly Hinton was incorrectly identified as the president of Our Lady of Perpetual Help Parish's Auxiliary of the Black Catholic Women's Association. Hinton is actually president of The Association of Black Catholic Women of Greater Rochester.

In "Diocesan program encompasses varied life issues," references to a parental-consent bill were garbled. The article should have stated that: 1) the Respect Life Program encouraged parishioners to write legislators in favor of legislation that would have prohibited minors from obtaining abortions without their parents' consent; and 2) this bill became stalled in the New York State Assembly's Health Committee after Assemblyman George Winner voted to bring it to the assembly floor.

Social ministry

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may end a duplication of services. For example, a youth-service agency and a refugee-service organization might simultaneously be providing employment services, he said. The board would then have to question the duplicate services, of which no one may have been aware under the current organizational structure.

Other social ministry officials likewise predicted improved communication because of the move. "It's going to raise the level of all the agencies in awareness and communication," said Thomas Biviano, president of the CYO board. Biviano commented that his organization would now be able to tap into the resources of the other departments. "It'll cause us to think outside of the box of youth services," he said.

Peter Klee, president of the current CFC board, said that the former structure caused programs to become parochial. The move will "energize a crossbreeding of ideas," he said.



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