DPC

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this process will establish the TGA goal for the year. Father Mulligan pointed out that this move will tie the TGA goal more directly to diocesan operations. If the appeal is unable to meet its goal, the diocese will be forced to reduce funding to or eliminate programs with low priorities.

To assist the divisions with establishing priorities for the 1989/90 fiscal year, the task force surveyed DPC members and the 161 parishes of the diocese about which programs they use and consider important.

Father Mulligan shared the results of the DPC survey with council members, but said the parish surveys were for internal use only and had been shown to diocesan division directors.

The task force for budget revision will evaluate the effectiveness of the new budget process this year, Father Mulligan said. He also requested DPC members' written input on a draft mission statement the diocese is currently developing. When completed, he said, this mission statement will help set objectives and priorities for future budgets. The task force will also develop a staffing review process and merit pay system for employees for future budgets.

"It's really unjust to pay everybody the same whether you're doing a good job or whether you're doing an awful job," Father Mulligan remarked.

DPC members responded positively to the new budgeting process. Ted Miskell of St. Mary's, Geneseo, for example, noted that "it's time to consolidate and streamline" the budgeting process. He suggested that the diocese will need to adopt such an approach because it "is getting close to the limits of its resources."

Margaret Joynt, of St. Louis, Pittsford, likewise approved of the new system, calling it an improvement over the older process. She also appreciated being able to give input into the diocesan budget before it is created, pointing out that in previous years DPC members had complained because the budget had already been decided before being brought to the council.

"I think it was a real consultative process (this year)," she said. "(Father Mulligan) presented us with information and asked for our input ahead of time. That was exciting."

The DPC also heard a report from Judy Kollar, director of the Department of Continuing Education, about a job description for parish administrators being written by the Development of Ministers Committee of the Personnel Commission. She distributed a draft document outlining the responsibilites of the administrators, which will include pastors, priest leaders who serve as the canonical pastors of two or more parishes, and pastoral leaders, a title that will comprise parish administrators who are not priests and who will be accountable to priest leaders.

The diocese, Kollar noted, is in the process of developing this job description in preparation for the day when, due to declining numbers of priests, some parishes will be administered by deacons, religious or lay people. Pastoral leaders will need professional training to fill the position, and the diocese is developing a basic formation program for these leaders. She pointed out that 510 people now working for the diocese in such positions as pastoral assistants or religious education directors already have the training and education needed.

Kollar asked DPC members to read the draft and to submit any recommendations or criticisms to the Development of Ministers Committee.

Following Kollar, John Crowe of the Bishop's Education Commission presented the history of the commission and the process it is using to implement proposed changes for the diocesan Catholic school system. He acknowledged that some schools will be closed, and that parishes without schools will have to cooperate to support Catholic schools. This cooperation might entail flat fees or assessments based on the number of pupils attending Catholic schools, Crowe said. In addition, he noted that the Five Year Financial Planning Task Force has called for the creation of a $20 million endowment fund to help support Catholic education, and that the Development Office will be seeking money for this fund within the next few years.

Crowe said the diocese is moving away from a system of parochial, parish-centered schools, to a diocesan school system, and pointed out that changes in the system must be made immediately.

"We see this as a crisis," he said. "I don't want to talk doom, but we've probably got a two-year window to save the whole process, or it will fall apart."