

## Diocese undertakes study of compensation package

By Lee Strong  
Senior staff writer

With assistance from the National Association of Church Personnel Administrators, the Diocese of Rochester is conducting a study of its compensation program for employees at both the Pastoral Center and in parishes.

The results of that study will help officials to set appropriate salary levels as part of the diocese's compensation package for the 1994-95 fiscal year, which begins July 1, 1994.

William Daly, director of Consultative Services for NACPA, has been conducting the study. He has met with Pastoral Center employees, some pastors and representatives of various parish-employee groups.

The study entails comparing salaries and benefits for all diocesan positions with salaries/benefits for comparable positions in other dioceses and not-for-profit organizations. Among the resources Daly is using are NACPA's National Diocesan Salary Survey, as well as data from Rochester's Industrial Management Council and the U.S. Bureau of Labor Statistics.

Results of the study are expected early next year, noted Mary Kessler, director of Human Resources for the diocese. The study is funded by the Thanks Giving Appeal, the diocese's chief source of income.

According to Kessler, part of the motivation behind the study is, "We want to pay a just salary — so we don't have turnover — but one that the organization can afford to pay."

Once completed, the study will produce a "program" that will guide the diocese not only in developing the compensation package for the next fiscal year, but for future years as well — thus eliminating the need for future studies, Daly observed.

Although the study is still underway, Kessler noted, early results indicate that with respect to Pastoral Center positions, "For the most part we are in line (with the wider job market). We don't expect to make too many changes."

As part of the study, a Job Evaluation Team had been studying the approximately 100 Pastoral Center positions, using seven criteria. Those criteria include responsibility, impact on operations, working relationships and the degree of problem solving involved.

The diocese has been in the process of evaluating its compensation pack-



age for several years, Kessler noted. As part of that overall process, job descriptions were developed, and these have assisted in the current study.

The diocese also has published its compensation schedule annually, showing recommended levels of pay for all employees. These previous packages have helped to pastors deciding what to pay employees, Kessler said.

But one of the flaws of the previous packages, Kessler continued, is that they did not take into account such factors as parish size when suggesting salary levels. This factor will be among those addressed in future compensation packages as a result of data from the current study.

The fact that the Diocese of Rochester has maintained clearly stated compensation packages in the past puts it ahead of some dioceses, Daly observed.

As part of its study of various diocesan compensation plans, Daly explained, NACPA has discovered that a large number of dioceses have not developed any formal plans or guidelines.

Once the current study is completed, he said, the Rochester diocese's revised guidelines will help parishes avoid overpaying or underpaying employees because pastors do not know what is fair.

"I think it should be user-friendly," Daly said of the study. "Pastors can use it to feel more comfortable and to feel they are being fair."

"In a nut shell," Kessler said, "we want to do the best we can, being fair to the people who pay the salaries — through the TGA — but also to people we (employ) so that we don't lose them."

## DePaul breaks ground on new headquarters

GATES — DePaul Mental Health Services broke ground on its future headquarters at 1931 Buffalo Road on Friday afternoon, Nov. 19.

The new facility, which will span 48,000 square feet, will house DePaul's continuing day treatment and recreational programs, transportation and maintenance facilities, and management and administrative offices.

Officials said 50 DePaul employees will work at the new headquarters.

The building was designed by SWBR Architects. Christa Construction should complete construction by next fall.

DePaul's temporary headquarters are located at 1099 Jay St., Rochester. According to information provided by the agency, DePaul is moving its headquarters to Buffalo Road because it needs additional space for a growing client population.

"We had to consider our future operational needs, as well as those of our future endeavors," commented Mark Fuller, DePaul's executive director. "We found that the creation of a new administrative headquarters would allow us to consolidate our services, while sustaining efficient operations."

DePaul provides counseling, rehabilitation services, education, training, recreation, transportation and support to nearly 900 clients of all ages.

— Rob Cullivan



## Hispanics honor saint



S. John Wilkin/Staff photographer

### 200 attend service

An Hispanic Mass honoring Our Lady of Providence, the patron saint of Puerto Rico, was held at St. Francis of Assisi Church, 77 Whitney St., Rochester, on Nov. 19. (At top) A statue of Our Lady of Providence was prepared with flowers and ribbons before Mass and carried to the altar. (At right) Yaritza Torres rests her head on her mother's shoulder during the homily. Torres attended the celebration with her parents, Anna and Jose, as representatives of Rochester's Corpus Christi Church.



## State's religious leaders schedule conference in response to violence

ALBANY — Catholic, Protestant and Jewish leaders around the state will travel to Albany Nov. 30 to discuss what actions religious groups can take in response to the rising violence in today's society. The conference, which will begin at 2 p.m. Tuesday and conclude at 12:30 p.m. Dec. 2, will take place at the Omni Hotel downtown.

Kathleen Cannon, director of Urban Services, will serve as the diocesan representative to the conference.

Topics scheduled for discussion will include domestic violence, bias-related violence, sexual violence, and violence in media. Participants will also hear presentations from a variety of speakers.

Bishop Howard J. Hubbard of the Albany diocese is slated to greet participants. Commissioner Richard Girgenti, director of the New York State

Division of Criminal Justice Services, will deliver the keynote address.

The interfaith gathering will conclude with a Dec. 2 press conference, at which religious leaders will issue a joint statement.

The conference is being jointly sponsored by the New York State Catholic Conference, the New York Board of Rabbis, and the New York State Council of Churches.

"It's time for society to stop simply denouncing violence and throwing perpetrators in jail for longer sentences," Bishop Hubbard said through a statement on the conference. "It's time to address the fundamental causes of crime and violence."

For information about the conference, contact Kathleen Gallagher of the New York State Catholic Conference at 518/434-6195.

## Sister Mary Leocadia Koerner, SSND, former teacher at St. Boniface School in Rochester

Sister Mary Leocadia Koerner, SSND, who taught at St. Boniface School in Rochester, died on Thursday, Nov. 4, 1993, in Puerta de Tierra, Puerto Rico. She was 81.

Sister Mary Leocadia, a native of Newark, N.J., professed her vows as a School Sister of Notre Dame in 1934. Her first teaching assignment was at St. Boniface, where she served from 1934-40. Sister Mary Leocadia went on to serve as a school principal, execu-

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tive director of an orphanage, and a minister to children with AIDS.

A Mass of the Resurrection was celebrated on Nov. 10, at Church of San Augustin in Puerta de Tierra. Donations in memory of Sister Mary Leocadia can be made to the SSND Development Fund, 345 Belden Hill Road, Wilton, Conn., 06897.