

Compensation

Continued from page 1

week; and hourly employees.

The guidelines outline five levels of responsibility for employees classified as "pastoral ministers," and six levels for parish support employees (see graphs on Page 1).

According to Kessler, ranges and classifications used in these graphs are derived from such factors as experience, technical skills, academic background, level of responsibility and size of parish.

Kessler noted that parishes aren't under any obligation to abide by the suggested figures, but that a variety of complications could arise if they do not.

"This isn't a set of rules. But the parishes are competing with each other and small businesses, and if they want to retain employees they'll use these guidelines," Kessler stated. "We don't want to get into a competition war with

employers one-upping each other."

Father Walter L. Wainwright, pastor of St. Mary's Church in Canandaigua, said the compensation data has been helpful as his parish conducts its search for the newly created position of full-time youth minister.

"We follow these guidelines for all the positions," Father Wainwright remarked. "We can't afford to pay what you could call top dollar, but we try to pay what is fair."

"I think (the guideline information) is very helpful," said Father Philip J. Billotte, pastor of the Naples/Prattsburg Roman Catholic Community. "It does help us to give a fair salary and also to recognize (employees') abilities. If somebody said, 'Why don't you give me a raise,' you always have something to fall back on."

Father Billotte's parish is currently searching for a new part-time religious-education coordinator to serve at the Community's two churches - St. Januarius, Naples, and St. Patrick's, Prattsburg. He also hopes to eventually staff the cluster parish with a youth minister.

Father Billotte added that the guidelines' various pay levels provide incentives for employees to extend their length of service with parishes and to achieve higher educational levels.

For the most part, the NACPA study revealed that parishes already were paying their employees within recommended ranges, Kessler said.

"We've been very pleased to find that (falling below guidelines) hasn't been rampant," Kessler said.

Even so, some parish employees have found fault with aspects of the NACPA package. Kessler is scheduled to meet June 15 with several pastoral associates from the diocese to discuss these issues. According to Deirdre Hetzler, secretary

of the Pastoral Associates Association, approximately 20 members of her group plan to attend.

Hetzler said one of the issues members dispute is the guidelines' use of only one level for the job title "pastoral associate."

"Many of the pastoral associates feel there is as much breadth of responsibility in their field as with directors of religious education. If there are two levels in DRE, there should be similar guidelines for pastoral associates," said Hetzler, who serves as pastoral associate at St. Mary of the Assumption Church in Scottsville.

Kessler said she's open to hearing the pastoral associates' concerns, but is not sure how much help she can lend since "we (in Human Resources) don't pay the salaries."

But, Hetzler maintained, "I think human nature being what it is, and economic times being what they are, pastors are not going to pay beyond a guideline. Why put something in writing that would only be used against you?"

Hetzler emphasized that she has a fair compensation package at St. Mary's Church but was adamant that a meeting should take place because "this is a justice issue. There is an increasing number of lay people for which the income is critical for their family."

Justice also becomes a problem when parishes and their workers fail to observe workload guidelines. Kessler acknowledged that many parish employees regularly exceed the number of hours outlined in their job descriptions.

Using a pastoral associate as an example, Kessler said, "In honesty, that person works until the job gets done. And on some weeks, like Holy Week, there's going to be more hours." While

such occasions may be viewed as permissible exceptions, she said parishes must avoid situations in which members of the ministerial staff are "consistently working 60-70, sometimes 80 hours a week."

And such concerns don't even begin to address parishes' reliance on volunteer effort.

At St. Theodore's Church in Gates, for example, Sue Koch has assisted with the youth-ministry program for more than a decade. Koch estimates that she devotes about 20 hours per week to the program, which is under the direction of parochial vicar Father Michael Volino.

"There's times I really wish I could get paid for it, but that's not why I'm there," she remarked, adding that the parish has contributed \$980 toward the two-year youth-ministry certification program she has almost completed.

Koch said she will consider taking a paid youth-ministry position if some parish offers one, but she observed, "It's hard to leave my parish because I'm so involved."

St. Theodore's pastor, Father Daniel F. Holland, said his parish must prioritize where the greatest need exists for hiring staff. He pointed out that the parish's religious-education program - directed on a full-time paid basis by Sandra Petrone - has approximately 500 children enrolled in grades 1-8. On the other hand, the youth-ministry program involves 40 high-school students.

NACPA's Daly said situations such as St. Theodore's present a dilemma in assessing an accurate compensation figure.

"We don't want to discourage volunteerism, but on the other hand we do feel it's important to pay a fair wage," he concluded.

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Summer Guide



Wayne County's Special Events! All Year Long

JUNE	
17-18	Bread & Roses Quilt Guild Show, North Rose
18	Fathers' Day Fly-In Breakfast, North Rose
24-25	Finger Lakes Live Steamers Spring Meet, Marengo
25	Motor Car Expo '95, Savannah
29-July 2	Sodus Point Firemen's Field Days
JULY	
4	Fourth of July Gala, Sodus Point
7, 8, 11-15	Hill Cumorah Pageant, Palmyra
9, 16, 23, 30	Sunday Concerts by the Lake, Sodus Point
13-16	Lyons Peppermint Days
15	Pultneyville Homecoming
16	Circus, Wallington
21-22	Wallington Community Yard Sale
22	Shaker Heritage Antique Show, Alton
22-23	Golden Apple Outdoor Show & Sale, Marion
28-30	Pioneer Gas Engine Assoc. Reunion, Marion
29-Aug. 13	Homearama '95, Walworth
AUGUST	
6	Lighthouse Art Show, Sodus Point
6, 13, 20, 27	Sunday Concerts by the Lake, Sodus Point
12-13	Arts & Crafts Show, Sodus Point
13	Sunday in the Park, Wolcott
14-19	Wayne County Fair, Palmyra
19	Old Time Gospel Night, Rose
26	Macedon Summerfest; Arts & Crafts Show, Sodus Point
26-27	Civil War Encampment, Sodus Point
SEPTEMBER	
8-10	Outdoor Expo '95, Sodus Point
9	Marion Heritage Festival
9-10	Macedon Center Lumberjack Festival

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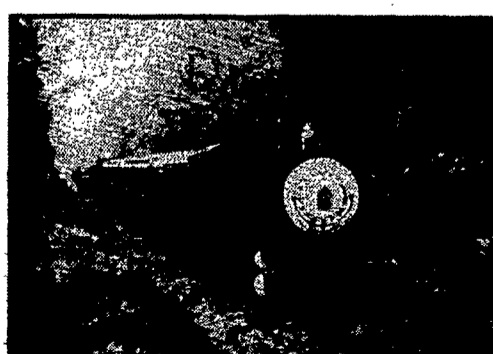
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