



The Cincture

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FROM THE VICAR FOR CLERGY



Fr. Jerry Herda

Thank you to everyone who has taken the Vicar for Clergy Assessment Survey (formerly Continuing Formation Survey). The survey is still up and running, so if you have not yet taken it, I would appreciate you taking a few minutes to fill it out. The format is simple and should only take you 5-10 minutes to fill out. Click on this link to take you directly to the survey ([Go to Survey](#)). I have included in this newsletter a few results thus far for some of the questions from this survey – recommended books, retreat preferences, continuing formation funding, where our priests are living. These are just a few, watch for more results in future Cinctures.

The priest placement process has begun. Each year it becomes more and more challenging to find the right fit for each of the parish openings. We trust in the Holy Spirit to make it all work. Thanks to Rick Tank and the priest placement board for the many hours of work they put into the process. This year’s priest placement board consists of Fr. Javier Bustos, Brenda Cline. Fr. Mike Erwin, Fr. Carlos Florez, Bishop Jeff Haines, Fr. Pat

Heppes, Fr. Tim Kitzke, Fr. Luke Strand, Rick Tank and myself. Please pray for the board as we prepare to make our recommendations to Archbishop ListECKI and please pray for each of the priests who are going through the process of looking for a new assignment.

We will most likely need to fill one or two of the assignments with a Parish Director. Thank you to each of our faithful and faith-filled Parish Directors. Please keep them in your prayers and pray that we will be able to continue to bring forth strong leaders to lead our parish communities.

Finally, I would like to personally invite you to join us for the Advent Vesper Service on Sunday, December 8, at Saint Francis de Sales Seminary. We will gather at 5:00 p.m. in the chapel for prayer and then move to the outer commons to share some food and drinks. This is a great opportunity to gather with brother priests, to pray and socialize together. Please RSVP to Jodi Bowers, my administrative assistant, as soon as possible so we can let the Seminary know how many will attend.

*Sincerely in Christ,
Fr. Jerry Herda*

HOLIDAY HOURS

In observance of Christmas and the Feast of Mary, Mother of God, the Mary Mother of the Church Pastoral Center will

be closed on Tuesday, December 24 and Wednesday, December 25 and Tuesday, December 31 and Wednesday, January 1.

FROM THE DIRECTOR OF PRIEST PLACEMENT AND PERSONNEL

PARISH DIRECTORS/ASSISTING PRIESTS/SUPERVISING PRIESTS – 25 YEARS AND COUNTING



Rick Tank

Twenty-five years ago, in the summer of 1994, a new ministry emerged in the Archdiocese of Milwaukee. The first appointments of Parish Directors,

Assisting Priests, and Supervising Priests were made to three parishes in the archdiocese. Three people were selected as parish directors, a layman (Tom McKenna – St. Catherine, Sharon), a laywoman (Patricia Knuth – St. Joseph, Cudahy), and a religious sister (Sr. Kathleen Hurley, Holy Name – Wilmot). Bishop Sklba was appointed as supervising priests at two of the locations and Rev. Joseph Perry (now Bishop Perry) at one. Among the first assisting priests at these parishes were Rev. Leonard Barbian, Rev. Howard Haase, and Rev. Richard Dolezal.

Over the 25 years, we have had 32 parish directors appointed for 34 different parish communities and an even greater number of assisting and supervising priests. Today we have eight parish directors serving nine parish communities, with 11 assisting priests and eight supervising priests. This ministry, a blend of lay ministers, deacons, priests, and bishops has proven so helpful over the years in providing pastoral ministry to thousands of parishioners in southeastern Wisconsin. Thanks to all of the men and women that keep ministry flourishing in our parishes,

When parish directors were first appointed in 1994, parishioners were generally ill-prepared to deal with the change. Even though Archbishop Weakland had started to prepare them for the priest shortage (Facing the Future with Hope, 1992) and the subsequent impact that would have on

parish leadership, they were slow to embrace the need for parish directors.

Meetings with parish communities that were slated to receive a parish director/assisting priest appointment were often tense, with parishioners thinking that

they had done something “wrong” to not receive a pastor. Others thought that if the archdiocese was not giving them a pastor, the appointment of a parish director/assisting priest was just a

▶ 25 YEARS (continued on page 3)

PARISH DIRECTORS/ASSIGNMENTS/ ASSISTING & SUPERVISING PRIESTS

Nancie Chmielewski

Our Lady of Lourdes, Milwaukee

Assisting priest:

Rev. William Burkert

Supervising priest:

V. Rev. Mark Payne

Brenda Cline

St. Joseph, Grafton

Assisting priest:

Rev. Stephen Lampe

Supervising priest:

Rev. Michael Barrett

Debra Hintz

St. Catherine of Alexandria, Milwaukee

Assisting priests:

Rev. Joseph Hornacek

Rev. Richard Mirsberger

Supervising priest:

Rev. Kenneth Knippel

Deacon Thomas McKenna

St. Catherine, Sharon

Assisting priests:

Rev. Michael Dineen

Rev. Josegerman Zapata

Supervising priest:

Rev. Lawrence Chapman

Deacon Allen Olson

St. Teresa of Calcutta, North Lake & Monches

Assisting priest:

Rev. Peduru Fonseka

Rev. Robert Gosma

Rev. Joseph Hornacek

Rev. Dominic Roscioli

Supervising priest:

Rev. Kenneth Omernick

Sandra Schmitt

Holy Cross, Bristol

Assisting priest:

Rev. Dennis Witz

Supervising priest:

Most Rev. James Schuerman

Deacon Sanford Sites

Good Shepherd & St. James, Menomonee Falls

Assisting priests:

Rev. Richard Hart OFMCap

Rev. Thomas Suriano

Rev. Dennis Lewis

Supervising priest:

V. Rev. David Reith

Jeff Van Dalen

St. Matthias, Milwaukee

Assisting priests:

Rev. David Cooper

Rev. Charles Schramm

Supervising priest:

Rev. Charles Schramm

FROM THE DIRECTOR OF PARISH & SCHOOLS HUMAN RESOURCES/PERSONNEL

DO YOU KNOW OF THE CHANGE IN LAW AFFECTING EXEMPT EMPLOYEES?



Catherine Gryniewicz

The Department of Labor issued a final rule in September that affects who is an exempt employee in 2020. Effective January 1, 2020, exempt employees must make a minimum of \$684 a week. The prior and current wage is \$455 a week.

If you are a parish and school administrator, you might be asking:

- Are the parish and school employees at my site affected?
- What do I do to prepare?

Step one is to gather the list of non-teacher employees who make less than \$35,568/year (\$684/week). The second step is to identify from this list, who is an exempt* employee. Finally, of the employees who make less than \$35,568 and are exempt, consider which of the 2 options in light of the budget and morale:

- Option 1 - Increase salary to meet the new minimum salary requirement.
- Option 2 - Transition exempt employee to non-exempt status.

In summary, your choice may be to increase the wage to remain exempt or convert the position to non-exempt and pay the individual an hourly rate (a timecard must then be used).

If you find yourself needing help in navigating this change or have a complex situation, call Human Resources for Parishes and Schools:

- Casey Clapper (414) 769-3371 or
- Catherine Gryniewicz (414) 769-3370

*Exempt employees are exempt from overtime. In other words, exempt employees are not entitled to additional pay when more than 40 hours/week are worked. Exempt employees are paid for getting the job, done despite the number of hours it takes to do the job and to do the job on time. An employee is considered exempt if all three items are met:

1. Paid a minimum salary of \$35,568/year as of January 1, 2020,
2. Regularly receives a predetermined amount of compensation each pay period, and
3. Performs exempt duties.

Catherine Gryniewicz

► 25 YEARS (continued from page 2)

temporary arrangement until the parish would be closed. Some feared that without a pastor appointed, so many would leave the parish for other “pastor-led parishes” that their parish was doomed to a slow death.

Now, 25 years since the first parish director/assisting priest appointments, these fears have mostly been laid aside and acceptance is growing, albeit reluctantly by some. Given an initial choice, most parishioners would prefer the appointment of a pastor to a parish director. But, in those parishes that have had a parish director appointed, several parish councils have gone so far as to ask the archbishop for continued appointments of a parish director/assisting priest, rather than appointment of a priest/pastor. It seems that once parishioners realize that appointment of a parish director does not mean they are a “priest-less parish,” acceptance grows.

Over the years, we have found that one of the biggest worries that parishioners share when we talk about parish directors/assisting priests, is that it may signal the inevitable end of the parish. A look at the history of the last 25 years, however, shows clearly this is not the case. Of the 34 parishes served by parish directors, only one parish was closed, and that was due to a merger of several parishes into one. Another one was also merged into a new parish which is currently served by a parish director/assisting priest. Of these other parishes, nine are currently served by a parish director, 23 by pastors/administrators.

10 OLDEST & 10 YOUNGEST PRIESTS

OLDEST

YOUNGEST

1	Edward Eschweiler	Stephen Buting
2	Robert Mueller	Nicholas Baumgardner
3	Edward Sippel	John LoCoco
4	John Rausch	Jonathon Schmeckel
5	Michael Dineen	William Arnold
6	Edward Carroll	Aaron Laskiewicz
7	James Ernster	John Baumgardner
8	Eugene Winkler	Jordan Berghouse
9	Erwin Matt	Patrick Behling
10	John Schmitz	Nathaniel Miniatt

FROM THE OFFICE OF DIACONATE FORMATION

CHANGES TO THE PROCESS OF ADMISSION TO THE DIACONATE FORMATION PROGRAM



Deacon Dale Nees

We are rapidly approaching the close of our discernment sessions for the Aspirant Class of 2020. With some discernment sessions yet to be completed, we anticipate that upwards of 37 men may be eligible to go through our application process. Based on some key learnings from the training I received at the *National Directory Institute*, there will be two important changes to our process this cycle that I would like to share with you.

First, we will be hosting a new procedure in collaboration with a team from the Chancery and the Tribunal. Barbara Anne Cusack, J.C.D. will be presenting an overview of the impediments and irregularities that are pertinent to men pursuing Holy Orders for the Permanent Diaconate. Having been provided the full background on the canons involved, men will be able to meet with a member of the team privately to answer their questions with greater insight. This will also allow the person conducting the interview to ask the right clarifying questions for accuracy. We share a consensus that this will greatly improve the process and provide greater help to resolve matters in advance of asking the pastor or parish director to complete their endorsement of the applicant. Another positive benefit is that it will

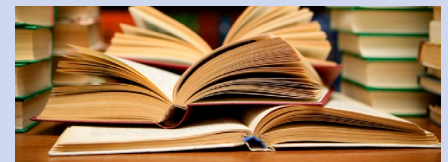
decrease the length of the pastor/parish director's endorsement by more than a full page. The Formation Leadership Team appreciates that you have more than enough paperwork already, so we are happy to lighten your load in any way that we are able.

Another change we will implement is moving up two tests we use that were delayed until the second trimester of aspirancy. One is the MMPI-2, which is a gold standard psychological test, and the other is a PF16, which is a personality test. While in one sense this may seem a bit off-putting, it is important to note that it is the recommended best practice of diaconate formation programs across the United States. Beyond that, it seems prudent to administer these tests before aspirancy starts, rather than identify concerns once a man and if married, his wife, have already invested extensive time, energy, and resources involved into two-thirds of the aspirancy pathway of the formation program. Since we already administer other tests prior to admission and we would administer these two tests in any case, it makes sense to resume the practice of doing all of them during the same step in the process.

The rest of the endorsement and application process should be familiar. We are moving as many forms as we are able into a more user-friendly format. The Formation Leadership Team hopes

that all our efforts, aimed at improving our processes, have positive results. That said, we know we will learn from our adjustments and are always open to listening to your feedback!

With Fraternal Charity,
Deacon Dale Nees



In the 2019 Annual Vicar of Clergy Assessment, priests were asked to provide any recommendations for books they have read. Below are some suggestions.

- The Noonday Devil by Jean-Charles Nault, O.S.B.
- 12 Rules for Life by Jordan Peterson
- Liturgy and Secularism: Beyond the Divide by Joris Geldhof
- The Our Father by Gerhard Lohfink
- Anima Christi by Mother Mary Francis
- Preaching: Sermons in Times of Crisis, edited by Paul D. Scalia
- What the Qur'an Meant by Garry Wills
- Dare to Lead by Brené Brown
- How to Be an Antiracist by Ibram X. Kendi
- A Grief Observed by C.S. Lewis
- Who Moved My Cheese? by Spencer Johnson, M.D.
- Jesus is Risen by David Limbaugh



Fr. Christopher Klusman

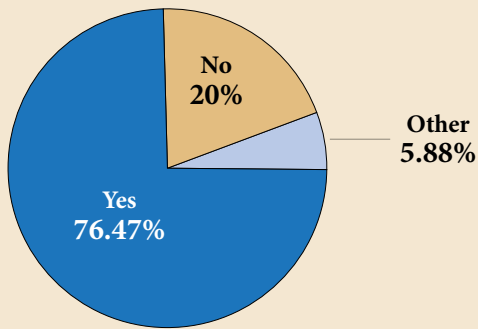
KUDOS

A word of admiration goes out to Fr. Christopher Klusman for his work in assisting the national team based in the Archdiocese of Kansas City to translate the YOUCAT (Youth Catechism) into American Sign Language (ASL). The purpose of this project, a first of its kind, is both for catechesis and evangelization of the deaf community in the United States, and will be fully accessible for everyone.

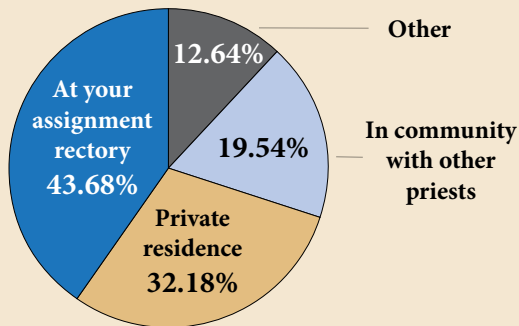
2019 VICAR FOR CLERGY ANNUAL ASSESSMENT

(formerly CFC Evaluation)

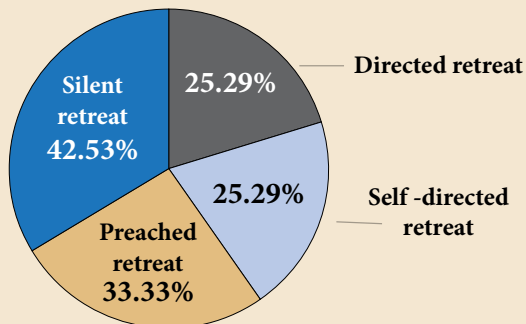
Is the annual \$1,000.00 continuing education fund sufficient?



What best describes your residence



What retreat format do you prefer?



The presentations by Dan Cerlucci and Brad Berghouse from the 2019 Fall Day for Priests & Parish Directors are available below.

Dan Cerlucci

(CLI-Called for More-MKE Fall Day-2019)

Brad Berghouse

(Beyond 2020 Plan-Fall Day-2019)

SAVE *the* DATE ADVENT GATHERING *of Priests*

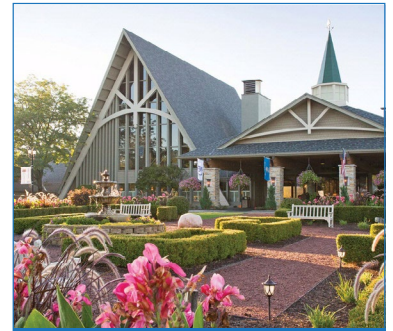
Vespers & Refreshments

December 8, 2019

5 - 7 p.m.

St. Francis de Sales Seminary

RSVP to Jodi Bowers
at bowersj@archmil.org
or 414-769-3484.



*36th Annual
Spring Assembly
of Priests*

May 4 - 6, 2020

The Abbey Resort, Fontana, WI

Fall Day FOR PRIESTS & PARISH DIRECTORS

Tuesday, September 15, 2020

Mary, Mother of the Church Pastoral Center.

Planning for the 2020 Fall Day has begun.

Mark your calendars.

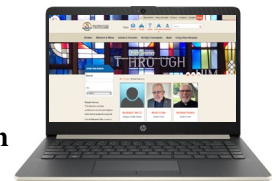
PRIEST *Wellness Day*

Thursday, November 5, 2020

Ascension Health Center, Wauwatosa.

Stay healthy and happy.

INTERACTIVE PRIEST
DIRECTORY
www.archmil.org/Priest-directory.htm



ONLINE 2019 ANNUAL VICAR OF CLERGY ASSESSMENT

(Formerly CFC Evaluation)

If you have not yet completed the annual survey, you can do so online.

<https://www.surveymonkey.com/r/8ZYK5MM>



Pray, Reconcile & Rejoice
12 HOURS of
Reconciliation

Wednesday, April 1, 2020
8 a.m. to 8 p.m.

RESURRECTION PARISH
215 Main Street, Allenton

HOLY FAMILY PARISH
271 Fourth Street Way, Fond du Lac

ST. PETER CLAVER PARISH
1439 S. 12th Street, Sheboygan

OUR LADY OF MOUNT CARMEL PARISH
5400 19th Avenue, Kenosha

SACRED HEART PARISH
2201 Northwestern Avenue, Racine

OUR LADY QUEEN OF PEACE PARISH
3222 S. 29th Street, Milwaukee

ST. MARY PARISH
9520 W. Forest Home Avenue, Hales Corners

ST. MONICA PARISH
160 E. Silver Spring Drive, Whitefish Bay

ST. MARGARET MARY PARISH
3970 N. 92nd Street, Milwaukee

ST. CHARLES BORROMEIO PARISH
441 Conkey Street, Burlington

ST. DOMINIC PARISH
18255 West Capitol Drive, Brookfield

ST. CHARLES PARISH
313 Circle Drive, Hartland

WARNING SIGNS OF ADDICTION

It is helpful to recognize when a habit is moving toward an addiction. Below is list of warning signs:

- Preoccupation with the activity or substance
- Increased amounts of time engaging in the activity or increased quantity/frequency of substance intake in order to achieve satisfaction
- Repeated, unsuccessful efforts to control, cut back, or stop the activity or substance.
- Use of the activity or substance to escape from problems or to relieve a dysphoric mood.
- Feelings of restlessness, moodiness, depression, or irritability when attempting to cut down frequency of the activity or quantity/frequency of substance use.
- Engaging in an activity longer or consuming more of a substance than originally intended.
- Lying to others to conceal the extent of substance use or involvement with the activity.
- Jeopardizing or risking loss of significant relationships because of the activity or substance use.

SAFEGUARDING VIDEOS

Based on feedback from listening sessions, and the request for additional continuing training regarding the safeguarding of children, the Archdiocesan Review Board has approved having videos included as part of the five-year background check process. The videos would be viewed when individuals are renewing their background check through the CMG Connect system, which is already in use by parishes and schools for employees and volunteers. Since we just completed the five-year background check for all priests and deacons, this will not be a requirement at this time for clergy. However, you are encouraged to take some time and view the videos. Click on the links below to view any or all of the four videos.

Segment 1: <https://www.dropbox.com/s/pvs249f55tnpao7/Safe%20Haven%201.mpeg?dl=0>

Segment 2: <https://www.dropbox.com/s/57iwb6lfpwa0p6n/Safe%20Haven%202.mpeg?dl=0>

Segment 3: <https://www.dropbox.com/s/053z06v3f5v6m13/Safe%20Haven%203.mpeg?dl=0>

Boundary Video: https://www.dropbox.com/s/5fdrqtlopzea2oi/cmg-boundaries_v1r1_en_HD.mp4?dl=0

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