



The Cincture

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FROM THE VICAR FOR CLERGY ON PREACHING



Throughout my priesthood I have always loved being able to preach. I was blessed when I was a young priest to be able to attend a preaching/ storytelling conference in

Orlando, Florida. It helped that it was held in January! That conference helped to make me a much better homilist. So, I was delighted to learn that nine of our young priests from the Archdiocese of Milwaukee attended Bishop Robert Barron’s Word on Fire Preaching Conference this past August. I hope and pray that the conference will have as great of an impact on their preaching as my conference had on my preaching.

On the other hand, I was highly disappointed to hear that recently a priest bragged about

how he never prepares a homily but rather lets the Holy Spirit guide him. Yes, good preaching must rely upon the Holy Spirit, but it also takes hard work and preparation. I would hope that you are putting in the time and effort to prepare your homilies. The people of God deserve good preaching.

Breaking open the Word of God is a privilege and an obligation that we should take very seriously. We each have our own style of preaching, which is fine, but might I suggest that when you preach have some form of pastoral application. People are hungry for words that will inspire them to live their faith.

Over the years I have used a number of homily aides, here are a few that I found helpful: *Dynamic Preaching*, *Connections*, *The Word Among Us*. If you have some suggested resources you use to help in your homily prep let me know and I will be happy to list them in a future Cincture.

Fr. Jerry Herda

FROM THE DIRECTOR OF PRIEST PLACEMENT AND PERSONNEL

WHY DOES THE PRIEST PLACEMENT BOARD DO IT THAT WAY?



When talking with priests or lay leaders in the parishes, I often get questions or comments about how the Priest Placement Board (PPB) functions and prepares its recommendations for the Archbishop. Below I have listed a few of the recent questions/comments that I have been asked and then have provided a response:

Q: “Why was I appointed as an administrator and not a pastor?”

Archbishop Listecki has made it his practice that in most instances he will make the initial appointment of the priest as administrator. This allows the priest a time to settle in and make sure that this is an assignment that best utilizes his gifts and talents. This is especially important if the priest is a first time administrator; is coming

► **QUESTIONS (continued from page 1)**

back into parish work in the Archdiocese of Milwaukee after an outside assignment; is still working out living and commuting details for his assignment; or if there are concerns by either the priest, archbishop, or religious superior (if the priest is from a religious order) about the compatibility of priest to community.

Once the administrator determines that he feels confident in leading the community forward, he can ask the archbishop to change his status from administrator to pastor (and a six year term). This is often done within or at the end of the first year of the assignment. The archbishop will ask the Director of Priest Placement to discuss the priest's request with the chair of the parish Pastoral Council, and also with the Dean of the priest's district. A recap of these discussions goes back to the archbishop and he makes his decision. If the decision is to appoint the priest as pastor, the priest can request that one of the bishops formally come to the parish to install him.

Q: "Why was St. _____ parish filled in June but I never saw an open-listing for it?"

Our normal procedure is to open-list parishes when we know that there is going to be a vacancy in advance. Usually this is because of an upcoming retirement, a priest is moving on after two terms, or he has decided that he wants a new position. We plan on posting the first open-listing for next June's appointments in December. Those parishes that we know are going to be filled at that time we will list.

Sometimes we make exceptions to this rule. Here are a few of the reasons we might forgo doing so:

- The parish has been planning for a shared pastorate within the cluster, and arrangements have been made for the pastor of a cluster partner to assume the joint appointment.
- The parish has need of a priest with specific abilities that only a limited number of priests could provide at this time.
- The timing of the opening does not allow time for an open-listing process and a temporary administrator needs to be

assigned immediately. In most cases an open-listing will occur later so that it coincides with the normal assignment process.

Q: "Are a lot of the appointment decisions made well in advance and we just go through the motions of telling the Board what are our preferences?"

There are a lot of rumors about what priest is going where during the spring of the year. Sometimes it is true that we have discussed with priests the possibility of a particular assignment, gauging their interest in this parish or that. Sometimes priests have visited a specific parish, even meeting with staff, as a way of finding out for themselves if it would be a good fit. At other times priests themselves share their preferences with others and it is taken as an assumption that they will be assigned there.

As we always tell priests, until you have a written letter of appointment from the archbishop, assignments can and do change. We attempt to fill every parish position with a priest that wants to be there and has the gifts and talents to serve the needs of the parish. We also try to make sure that every priest is able to serve in a parish where they can be successful in ministry. Not every priest gets their preferred assignment because often the most sought after parishes are the first choice of many.

Sometimes the Board feels that a priest would be great in a particular parish when initial discussions take place in February, but it may look very different in late April when it all has to fit together for everyone.

Q: "I'm worried that the Board is going to ask me to take on a shared pastorate with another neighboring parish. How do I best respond if I have worries about my ability to handle it?"

More and more priest assignments do include more than one parish. Averaging over the last two years 70% of the assignments were for multiple parishes. It is now more the norm than the exception. However, the Board should not assume that it is right for every priest. Priests may have limited experience or may be ill-equipped to handle the complexity of multiple parish assignments. If a priest has reservations about an assignment he is asked to consider, it is important he voice those concerns to a member of the Board.

Rick Tank

Looking ahead to Spring 2019 Leadership development and formation – in the coming month new opportunities will be posted with online registration <https://www.archmil.org/offices/clergy-formation.htm>

- Beginning late January
 - Tending the Talents Cohort Four
 - Catholic Leadership 360 Cohort Six
- Save the date August Toolbox for Pastoral Management
 - one track for new pastors and a separate track for experienced

For more information, please contact Michelle Nemer, mdnemer3@gmail.com or 414-769-3354

SAVE *the* DATE
ADVENT GATHERING
of Priests

Vespers & Refreshments

December 9, 2018 | 5:00 – 7:00 p.m.

St. Francis de Sales Seminary

Watch for Invitation in early November.

FROM THE DIRECTOR OF PARISH & SCHOOLS HUMAN RESOURCES/PERSONNEL

BUILDING A HEALTHY WORK ENVIRONMENT

A **Personnel committee**, a subcommittee of the Finance Council, may be a means to help the pastor/parish director/administrator build a healthy work environment and a way the parish leadership taps into the multifaceted gifts of the community. The personnel committee:

- Serves as a valuable source of advice and consult to the pastor/parish director/administrator.
- Acts as a resource to the parish, ensuring competent review of human resource issues.
- Acts as a resource to the staff, giving them an internal vehicle for expressing needs and concerns.
- Assists with development of best human resource practices, leadership support, and onsite resources within the guidelines of the Archdiocese of Milwaukee.

A personnel committee may gather compensation data, put together employee policies and procedures, search and screen candidates for an open position, etc., knowing the actual hiring, supervision of employees, evaluating, and terminating employees is the responsibility of the pastor/parish director/administrator or the person delegated by them.

A committee may consist of three to five parish members appointed by parish leadership along with the pastor/parish director/administrator/designee, trustee and parish members at large.

A charter document defines whom the committee reports to, purpose, scope/perimeters, objectives, and responsibilities. Similar to a job description for an employee. An example:

Purpose Statement – The purpose of the standing personnel committee of St. Catherine is to foster and support to our leadership and employees with the

tools they need to perform their ministry within the respective Federal and State laws, Archdiocesan and St. Catherine policies. Our role is to report to the Pastor.

Scope – The personnel committee of St. Catherine will meet quarterly and research, make recommendations on the personnel planning, personnel practices, and/or personnel relationships in accordance with best practices.

Objectives:

1. Create and respectively review job descriptions every two years.
2. Assess our personnel needs and assist in hiring as requested by leadership.
3. Develop and review personnel policies and the communication of the policies.
4. Facilitate training in harassment annually.
5. Ensure yearly performance evaluations and an employee satisfaction annual survey.
6. Other duties as assigned by parish leadership.

Where to start? Download Spark Notes Personnel Committee on the Archdiocesan website or call Catherine Gryniewicz at 414-769-3370.

A well-functioning personnel committee can be a valuable asset to the pastor in providing current professional and legal expertise.

For more information, contact Catherine Gryniewicz, gryniewiczzc@archmil.org or (414) 769-3370 to set up an appointment with Catherine and your respective associate superintendent if you need help.

Catherine Gryniewicz

FROM THE DIRECTOR OF THE OFFICE OF DIACONATE FORMATION

LOOKING FORWARD TO SERVING

I am thrilled to begin serving as Director of Diaconate Formation. By way of background I am married to Barb. We have five children with one twelve year old still at home. My prior work was in healthcare as a Registered Nurse for more than 35 years. My practice spanned from homecare to intensive care. The patients and families I served

ranged from 23-week premature infants to centenarians. Beyond Degrees in Nursing, I have a Master of Business Administration and Master of Arts in Ministry. I completed a Certificate in Pastoral Studies at Saint Francis de Sales Seminary in 2008 and was ordained in 2009. I am currently covenanted with St. Paul the Apostle in Racine and St. Louis in Caledonia parishes. Thank you for the warm welcome I have received. I look forward to working with everyone.

Deacon Dale Nees

FROM THE FORMER DIRECTOR OF THE OFFICE OF DIACONATE FORMATION

MY DEEPEST THANKS

Dear Brothers in Ministry,

It is hard to believe, but with this issue of the Cincture I close out my eighteen year career with the Archdiocese of Milwaukee as the first deacon to serve as the Director of Formation in the Diaconate Formation Program. I have been privileged to shepherd the men and their wives you have trustingly endorsed for ministry formation. I have tried my best to live up to the responsibility of preparing faith-filled, competent, servant-leaders who will bring the Archbishop's diaconal ministry to the parish to which they are assigned with love, joy, zeal and loyalty for the Church, its pastors and people. Judging from the feedback from pastors, vicars, the faithful and the Archbishop, I think we have been very successful. I offer to all of you who cooperated with the formation program my deepest personal thanks for your support – financially, pastorally and spiritually. My deepest thanks to those who served as faculty, facilitators and spiritual directors. For those who sent men to the program only to have them turned away or deferred, please know our concern

was and will continue to be to select men who demonstrate the characteristics, qualities and virtues of the deacon as established by the Church. To this end, I believe we have been faithful. I encourage pastors who have not been open to the gift of the diaconate to reconsider the value of having a competent, spirit-filled, ordained minister as your right-hand man, who is pledged to be loyal and assist in the name of Jesus Christ the Servant – all without having to pay another salary!

Deacon Dale Nees, Class of 2009, from Racine, will have begun his journey as the new Director of Formation by the time you read this article. Please give him your prayers, cooperation and assistance as he takes on this most important role for our local Church. You will find him competent, faith-filled, and eager to serve. I leave with great confidence in his abilities to ably shepherd the aspirants and candidates towards whatever path awaits them, knowing the Holy Spirit will be his guide.

God bless all of you and know that you will continue to remain in my prayers and thoughts for blessings in your ministry to Christ's Church.

*Fraternally yours in Christ the Servant,
Deacon John. A. Ebel*

WORD ON FIRE CONFERENCE

TIPS FROM BISHOP BARRON

At the end of August, I attended the inaugural National Conference for Priests hosted by Bishop Robert Barron, along with around 300 other priests from across the country, including a number of other brother priests from the Archdiocese of Milwaukee. The focus for this inaugural conference was preaching. Bishop Barron discussed both the theoretical aspects of preaching as well as the practical. He began the conference by speaking on the life of Jesus as preacher and then moved into how we might emulate that and live as preachers today. Dana Gioia, the Poet Laureate of California, gave an excellent talk on the need for beauty in our culture, and then Bishop Barron concluded the conference by highlighting some practical considerations and tactics for preaching. All in all, the content was extremely informative and valuable.

One theme that Bishop Barron wove into all of the talks was the notion that the God of the Bible is a God who speaks. Since God speaks to us, preachers must be individuals who are deeply and intimately connected to Christ, the Word of God. Our preaching must flow from our relationship with Christ—from

hearing Him speak to us—from prayer, from the Scriptures, and from study. Overall the conference was deeply enriching! If you would like to hear the talks yourself, visit: <https://special.wordonfire.org/national-conference-for-priests>

Fr. John Gibson

SUCCESSFUL PRIESTS:

- Pray regularly
- Take risks & chances with a purpose
- Find energy in serving others
- Have balance in life
- Keep a proper perspective – see whole picture
- Know limits
- Set boundaries
- Find time for self
- Good steward of time
- Have multiple intimate relationships –
 - Family importance
 - Relationship with other priests
 - Connected with friends
- Has a truth-teller – staying grounded
- Deep conviction that Priesthood is a gift.



10 OLDEST & 10 YOUNGEST PRIESTS

OLDEST

First Name	Last Name
Edward	Eschweiler
Robert	Mueller
Edward	Sippel
John	Rausch
Michael	Dineen
Edward	Carroll
Edward	Kasten
James	Ernster
Eugene	Winkler
Erwin	Matt

YOUNGEST

John	Gibson
Patrick	Burns
Philip	Schumaker
Andrew	Infanger
Nathaniel	Miniatt
Patrick	Behling
John	Baumgardner
Aaron	Laskiewicz
William	Arnold
John	LoCoco

WHAT ADVICE WOULD YOU GIVE TO A NEWLY ORDAINED PRIEST?

"... practice more humility. Listen to people, and know that you don't know everything and can't do everything."

"Keep your eyes and ears open and be willing to ask questions."

"Never neglect setting time for prayer..."

"Listen to understand"

"Try your best to attend priests gatherings. Be present to and for your brother priests. Participate in priests' funerals as best you can. Send a note to a brother priest at the time of a death in his family."

"Get out of the church and into the streets and homes of your people."

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	DEANERY REPRESENTATIVES ARCHDIOCESAN COUNCIL OF PRIESTS	DEANS
Dodge-Washington	Justin Lopina	Richard Stoffel
Fond du Lac-Sheboygan	Gary Wegner OFM Cap	Philip Reifenberg
Kenosha-Racine	Ricardo Martin	Robert Weighner
Milwaukee Northwest	Romanus Nwaru	Phillip Bogacki
Milwaukee Southeast	Arul Ponnaiyan	Mark Payne
Milwaukee Southwest	Alan Jurkus	Michael Merkt
Ozaukee-Milwaukee NE	Michael Bertram OFM-Cap	Paul Hartmann
Walworth	Edward Tluczek OFM	James Volkert
Waukesha East	Peter Berger	Howard Haase
Waukesha West	Kevin McManaman	Daniel Janasik

CONTINUING FORMATION REPORT

You may have noticed that the Continuing Formation Report was not included in this year's Priest Placement mailing. The form is being revised and the plan is to do an on-line version. Please watch for an email later this year which will have a link to the Continuing Formation Report. Your cooperation in filling out the report will be greatly appreciated.

SAVE *the* DATE
PRIEST
Wellness Day

Wednesday, October 31st, 2018

201 N. Mayfair Road, 5th Floor Conference Center
 Wauwatosa WI 53226

Contact Sr. Kathleen to register by October 22.

**OFFICES FOR CLERGY AND
 LAY ECCLESIAL MINISTRY**

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Very Rev. Jerry Herda, Vicar
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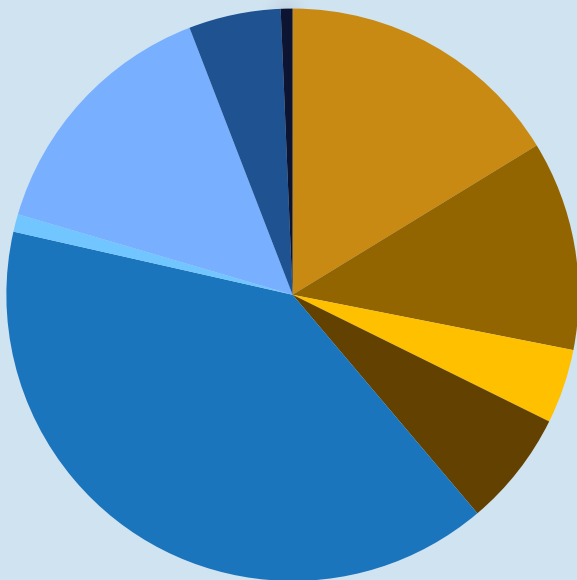
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Administrative Assistant

Sr. Kathleen Schweih, CSA
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**THOSE WHO ARE SERVING THE
 ARCHDIOCESE OF MILWAUKEE**



- 145** - Senior Priests
- 107** - Active ArchMil Priests in parishes
- 38** - Other Active ArchMil Priests (special ministry, studies, awaiting, other)
- 59** - Religious Order & Extern Priests in parishes
- 359** - Other Religious Order & Extern Priests (anyone living in diocese not in parish appointments)
- 9** - Parish Directors
- 132** - Active Permanent Deacons
- 47** - Retired non-active Permanent Deacons
- 6** - Transitional Deacons

(As of Sept. 24, 2018)



**ARCHDIOCESE
 of MILWAUKEE**