



# The Cincture

FROM THE VICAR FOR CLERGY

## CONTINUING FORMATION OF CLERGY (CFC) SURVEY

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Fr. Jerry Herda

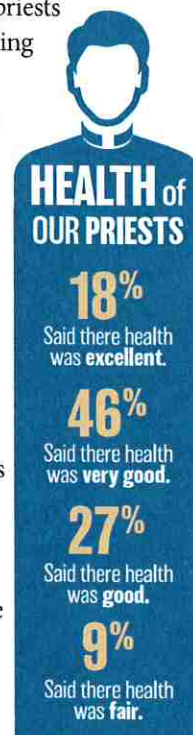
Thank you to everyone who has filled out the Vicar for Clergy Annual Assessment, formerly known as the Continuing Formation Survey. The Survey Monkey format seemed to be a big hit. We have received 165 survey responses, which is significantly higher than past years. This includes 143 diocesan priests, 16 religious order priests, 3 extern priests, 1 deacon parish director and 2 unknown. The final question on the survey asked how you would rate the new survey format; 104 said either very good or good, 38 said ok, 6 said poor or very poor. If you took the survey, you noticed that it was much more than just continuing education questions. The Priestly Life Ministry Committee helped to formulate the questions and decided that it would be helpful to me as the vicar to learn more about the health and well-being of our priests as well as the continuing education information.

Overall, I am well pleased with the results of the survey. Generally, our priests are taking care of themselves. In response to the question regarding their health, 18% said their health was excellent, 46% - very good, 27% - good, 9% - fair and 0% - poor. In regards to spiritual health, 62% are currently in spiritual direction, 60% currently belong to a priest support group and 75% have attended a retreat in the last year. When it comes

to continuing education, 20 priests said that they did no continuing education in 2018, 122 did between one and five events, 7 did between six and ten events and 6 did eleven or more events.

There are some areas in which we need to pay attention. In response to the question "over the past 2 weeks, how often have you felt down, depressed, or hopeless?" 17% of our priests answered "several days" and 34% answered "yes" to the question "have you suffered a personal loss or misfortune in the last two years?"

The survey is confidential and only I am able to view the specific responses. My hope is to reach out to individuals who might need some direction or help. If you have not yet taken the survey, I would appreciate if you would take the survey as soon as possible. Click on this link - <https://www.surveymonkey.com/r/2018VicarforClergyEvaluation> to go directly to the survey. Thank for your ministry and keep up the good work you are doing.



Fr. Jerry Herda





FROM THE DIRECTOR OF PARISH & SCHOOLS HUMAN RESOURCES/PERSONNEL

EMPLOYEE CONFIDENTIALITY



Catherine Gryniewicz

In today's environment, another person's business has somehow become everyone else's business, and in a public way. Despite the climate, when it comes to employment, information regarding employment is confidential. This is especially true when it comes to medical conditions, coaching/discipline, terminations and compensation.

So what is an employer to do with other employees, parishioners and parents that want to know the details of a terminations? In oral and written communications, do not state the employee was terminated; rather, focus on who employees and outside contacts need to contact until a new employee is hired.

Example:

XYZ employee's last day was Friday. Any matters that involve personnel are confidential. This is expected practice for any business or organization as a means of respect for all involved, and for legal reasons. While I understand you would like more information, please understand the limitations that always exist when it comes to employee involvement matters. We will be working to identify an immediate replacement. In the interim, please contact \_\_\_\_\_ for any follow-up on outstanding items.

Bottom-line, do not give out any information. Respond with, "I can't comment on that, it's a confidential matter between the employee and employer". For questions, and to dialog on specific situations, contact Catherine Gryniewicz, gryniewiczzc@archmil.org or (414) 769-3370.

Catherine Gryniewicz

FROM THE OFFICE OF DIACONATE FORMATION

FORMATION AS A GIFT



Deacon Dale Nees

One of the most important things I try to emphasize to those in formation is that formation is **always** a gift. Like all good gifts, it is a surprise. Whether one gets ordained or not ... no matter how long one's time in formation is, this **period of discernment** is sheer grace. I try to stress that no one experiences an encounter, such as formation, with God without being given some mission. The hardest part is whether one can remain open to the mission which their time in formation has prepared them to carry out.

How can we all bolster a view of formation as a gift? I have several ideas in my role as Director of Diaconate Formation that I believe would be helpful.

- Allow aspirants & candidates the room and the time they need for genuine discernment; try not to predetermine what their gift is; formation takes time (four years once one begins).
- Be clear with others you speak to that you are just as excited about learning what God has in mind for an aspirant or a candidate, without somehow suggesting you know what gift their time in formation already is. For example, avoid anything that suggests they undoubtedly will be ordained.
- Clarify with other parish leadership, staff and parishioners at large, when necessary, if they unintentionally put aspirants or candidates in awkward situations; this can take many forms, but often can be references to them as "our future deacon," or inadvertently putting them in situations they are not yet prepared for.
- If you become aware of any concerns, please inform the Office of Diaconate Formation.

Formation by its very nature can sometimes bring about wonder, anxiety, serenity and challenge. It takes a lot of time, especially with careers and families. Therefore, we are incredibly grateful for their "yes" to formation and the sacrifices made not only by them, but also by their family and friends.

Proper vocational discernment by the Church happens concurrently with our students as it did with all of us. Our motto, "trust the process," is not restricted to those in formation, it includes the entire archdiocese. So, I ask for your continued prayer support for the formational community comprising aspirants (20), candidates (4), all of their wives (22), pastors, formators, faculty, staff, mentors, spiritual directors, committee members and the archbishop.

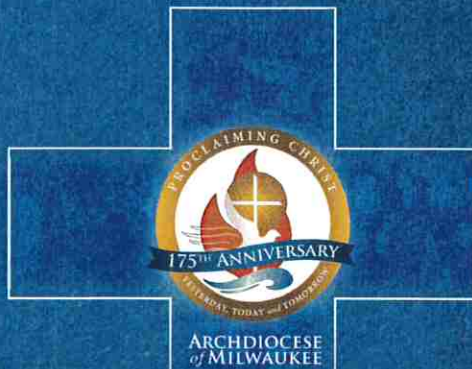
Another way you can help out is by promoting the upcoming Discernment Sessions listed on page 6. More sessions in other Regions will be posted on the website as dates are confirmed, including a Spanish session in Fall of 2019. We would love to welcome another large class of aspirants in 2020.

Deacon Dale Nees

SAVE the DATE  
Active and Senior Priests  
Retreat

Redemptorist Retreat House, Oconomowoc  
October 7-11, 2019  
Presenter: Bishop James Schuerman





Pray, Reconcile & Rejoice  
**12 HOURS of**  
*Reconciliation*  
 WEDNESDAY, APRIL 10, 2019

DEANERY	DEAN	SITE	HOST SITE PASTOR
Milwaukee NW	Rev. Phillip Bogacki	<u>St. Vincent Pallotti Parish, Milwaukee</u>	Rev. Thomas Manjaly
Ozaukee-Milwaukee NE	Rev. Paul Hartmann	<u>St. Monica Parish, Whitefish Bay</u>	Rev. Paul Hartmann
Waukesha-East	Rev. Howard Haase	<u>St. Dominic Parish, Brookfield</u>	Fr. Dennis Saran
Kenosha-Racine	Rev. Robert Weighner	<u>Sacred Heart Parish, Racine</u>	Fr. Ricardo Martin
Waukesha-West	Rev. Daniel Janasik	<u>St. Anthony on the Lake Parish, Pewaukee</u>	Fr. Tony Zimmer
Milwaukee-SW	Rev. Michael Merkt	<u>St. Mary Parish, Hales Corners</u>	Fr. Brian Mason
Milwaukee SE	Rev. Mark Payne	<u>St. Patrick Parish, Milwaukee</u>	Fr. Tim Minatt
Fond du Lac - Sheboygan	Rev. Philip Reifenberg	<u>Holy Family Parish, Fond du Lac</u>	Fr. Ryan Pruess
Dodge-Washington	Rev. Richard Stoffel	<u>Resurrection Parish, Allenton</u>	Fr. Rick Stoffel
Walworth	Rev. James Volkert	<u>St. Charles Borromeo Parish, Burlington</u>	Rev. James Volkert

## PENSION BENEFIT NEWS

The Priest Pension Board is pleased to announce that the plan is in very good shape. At the end of the 2017-2018 budget year, the plan was 96% funded, which places it among the top funds for priest pension plans for any diocese in the country. The fund assumes a 6% return on investment and factors in a number of other factors such as anticipated retirements, mortality table, and retirement inflation to determine the funded percentage. With the stock market performing well in 2017-2018, the plan received an excellent return on investment of 8.6%. The board recommended to the archbishop an increase in the monthly pension payment to our senior priests and the archbishop gave his approval. The monthly retirement benefits will increase from \$1,475 to \$1,520 for all eligible participants starting on July 1, 2019.

## NEW BUSINESS ADMINISTRATOR INSTITUTE

In 2019, we are excited to extend to you the opportunity to join the *New Business Administrator Institute* (NBAI). This year, we open the program to not only new business managers, but also to priests who want to gain a better understanding of the administrative functions of a parish.

The NBAI consists of four full-day sessions at the Archbishop Cousins Catholic Center that cover a variety of topics, including parish finances, human resources, benefits administration, canon law and the ministry of administration. New parish business managers also have the opportunity to work with a consultant who can serve as a mentor in their first year on the job.

Time is tight and resources are limited, which is why getting started is simple.

- Register using this link: [NBAI Registration](#)
- Cost to the parish is a one-time fee of \$200 (scholarships are available) that will cover all materials, consultant time and lunch on institute days (March 13, June 12, August 14 and November 13th.)
- We are blessed and grateful for a generous grant from Faith in Our Future, which helps fund the NBAI.

If you have any questions, please contact Katie Esterle at 414-769-3377 or [esterlek@archmil.org](mailto:esterlek@archmil.org)



## ST. MICHAEL'S PRIEST FUND TRUST

In June of 2018, all incardinated priests of the Archdiocese of Milwaukee received a request from the board of St. Michael's Priest Fund of the Archdiocese of Milwaukee ("Fund") requesting your vote to dissolve the Fund and move the assets into the newly formed St. Michael's Priest Fund Trust ("Trust").

An 80% majority of incardinated priests needed to vote to approve this change, and we are happy to report that more than 80% of the priests voted in the affirmative.

Therefore, effective June 15, 2018, the St. Michael's Priest Fund of the Archdiocese of Milwaukee ceased to

exist. All of the assets have been moved to the newly formed **St. Michael's Priest Fund Trust**.

All Archdiocese of Milwaukee incardinated priests are beneficiaries of the Trust and will receive the same benefits that were available as members of the former Fund.

The Trustees of the St. Michael's Priest Fund Trust are:

Archbishop Jerome Listecki  
 Rev. Michael Barrett  
 Rev. Peter Drenzek  
 Rev. Robert Gosma  
 Rev. Alan Jurkus  
 Rev. Kevin Kowalske, Chair  
 Rev. Stephen Stradinger

## KNIGHTS OF COLUMBUS CHAPLAIN NEEDED

The Knights of Columbus are looking for a priest to fill the position of Milwaukee Archdiocesan Chaplain. The position was recently vacated because Fr. Cyril Guise was promoted to the State Chaplain position. If you are interested, there is a position description available for review from the Knights of Columbus State Policy Manual. If you would like more information or would like to review the position description please contact Fr. Jerry Herda - [herdaj@archmil.org](mailto:herdaj@archmil.org)

## TAXES

Tax season is here. If you were unable to attend the tax workshop we offered in February, a great resource you may want to purchase is a book titled, *Income Taxes for Priests Only*. Some copies are available through the Continuing Formation for Clergy Office. Contact Deacon Al Lazaga, or purchase this book at [ShepherdsAdvisor.org](http://ShepherdsAdvisor.org)

## ARE WE DOING ENOUGH FOR PRIESTS' RETIREMENT?

This spring, the Archdiocese of Milwaukee will conduct a study of priests' retirement readiness. We have partnered with Gabriel Roeder Smith & Company (GRS), a nationally recognized consulting firm, to conduct a retirement adequacy study for the priests of the Archdiocese of Milwaukee. GRS will be asking each of you, via a **confidential** online survey, to provide

input on a variety of retirement readiness items. This independent survey will start on May 1, 2019 and end on May 17, 2019.

The survey should only take about 15-20 minutes of your time. Your participation is vital to ensure a successful study.

You will receive further communications in the coming weeks.

## NEW LAW

This past legislative session, Wisconsin implemented [2017 Wisconsin Act 143](#). Among other things, Act 143 instituted a new requirement for the reporting of school violence threats. Teachers, school administrators, school counselors, other school employees, clergy, physicians, and other medical and mental health professionals are now required to report school violence threats.

- An identified individual must report if the person believes in good faith, based on a threat made by an individual seen in the course of professional duties regarding violence in or targeted at a school, that there is a serious and imminent threat to the health and safety of a student, school employee, or the public.
- These individuals must immediately inform a law enforcement agency of the facts and circumstances contributing to the belief that there is a serious and imminent threat.
- The Act provides immunity from civil or criminal liability for any person or institution making a report in good faith, as well as immunity for health care providers who do not report based on their good faith belief and professional judgment that a report is not required.
- The Act also creates an exemption from mandatory reporting for members of the clergy if certain conditions are met and retains an exemption for information provided under the seal of the confessional.

Information on the Act and training for mandatory reporters is available at the Wisconsin Department of Public Instruction, [https://media.dpi.wi.gov/sspw/av/school-violence/story\\_html5.html](https://media.dpi.wi.gov/sspw/av/school-violence/story_html5.html) (other training requirements for schools are listed at <https://dpi.wi.gov/sspw/required-trainings>).





## CATHOLIC EXTENSION PARISH CALENDARS

Does your parish give away free calendars? You are encouraged to participate in the 2020 Catholic Extension Calendar Program. Catholic Extension provides support to poor Catholic communities in the United States. All of the profit from the sale of Catholic Extension Calendars stays in our Church and goes to this important work.

Last year, calendar sales and donations from generous benefactors helped Catholic Extension provide 90 “mission dioceses” in America with \$25 MILLION in much-needed assistance. This support is for seminarian education, subsidizing salaries for priests and women religious, providing resources for religious education, and helping to build churches and parish facilities.

The Catholic Cemeteries of the Archdiocese of Milwaukee is partnering with Catholic Extension to include information about the important corporal work of mercy they offer to our brothers and sisters in their time of need.

You can support the ministries of Catholic Cemeteries and Catholic Extension by choosing Catholic Extension calendars. **In addition, Catholic Cemeteries has agreed to co-sponsor your calendars at your and your sponsor’s option. This will reduce your sponsor’s cost considerably while they continue to support your parish.**

To learn more about the 2020 Catholic Extension Parish Calendar Program, you can visit [catholicextension.org/calendars](http://catholicextension.org/calendars) or call Ray Totaro at 239-789-4778.

## FROM THE OFFICE FOR PLANNING & COUNCILS

### GRATITUDE AND LOVE, A RETIREMENT FAREWELL



Mark Kemmeter

Fr. Jerry Herda invited me to share my thoughts with you on the occasion of my retirement from the archdiocese after 10 years at the Cousins Center and 30 years in archdiocesan parish ministry, (another 8½ years were spent with a diocese in Minnesota). I have had the privilege and pleasure to study and work with nearly all of you during that time. Over the years, we have shared some common geography: seminary walls and parish halls.

The beloved pastor of my home parish in Shawano, Wisconsin always began the first grade year in the Catholic school with this survey question: “raise your hand if you are going to become a priest or a nun.”

Of course, every hand went up, including mine. Unlike most of the other first graders who were only trying to please Father, I really meant it! My plan was to become a priest.

As a first grader in the 1950’s, the only obvious ministry paths were through the diocesan priesthood or religious life. When I decided to leave the seminary in the mid-1970’s, there were additional paths via the permanent diaconate and lay ministry. In the words of Robert Frost,

*Two roads diverged in a wood, and I –  
I took the one less traveled by,  
And that has made all the difference.*

As I reflect on my retirement from professional church ministry or lay ecclesial ministry after nearly 50 years, there are two themes which continue to rise to the fore: gratitude and love. I am so grateful to have been able to share ministry with so many faith-filled priests, parish directors, lay and religious staff, lay leaders, and parishioners. A wise pastor once counseled me as I began a new staff position in his parish, “do as much good as you can and as little harm as possible.” I trust that I have followed his advice.

I can also honestly say that I love the people with whom I worked and I love the ministry itself. One of my favorite sayings to groups of parishioners was, “I have the best job in the archdiocese, which is to help make parishes better.” Who wouldn’t want a job like that?

In retirement, my wife and I will continue to live in the area close to our three daughters and two grandsons. We will do our share of traveling, celebrating with family and friends, and sitting in the stands cheering for our grandsons. I will also continue to consult on a national level with dioceses and parishes throughout the country. You can take a person out of the ministry but you can never take the ministry out of the person.

I shall always think fond thoughts of you and the faithful people who are the Archdiocese of Milwaukee!

Blessings to you and your ministry.

Mark Kemmeter



## PERMANENT DIACONATE DISCERNMENT SESSIONS

### Region: Racine-Sturtevant (SPRING 2019)

Dates/Time: Tuesdays, 5:30 to 7:30 pm:  
April 30, May 7, 14, 21, 28 and June 4

Location: Saint Sebastian Church, 3100 95th St.  
Sturtevant, WI 53177-2618

Facilitator: Dcn. Eric Sewell

Contact/Registration: [deaconerics@gmail.com](mailto:deaconerics@gmail.com)  
or 262-886-6057

### Region: Germantown – West 1 (SPRING 2019)

Dates/Time: Mondays, 7:00 to 9:00 pm:  
March 4, 11, 18, 25, April 1, 8

Location: St. Boniface Church, W204 N11940  
Goldendale Road, Germantown, WI  
(Seminary Room in main school building)

Facilitators: Dcn. James Starke

Contact/Registration: [JStarke@metalsusa.com](mailto:JStarke@metalsusa.com)  
or 262-617-4151

### Region: Oconomowoc – West 2 (SPRING 2019)

Dates/Time: Tuesdays, 6:00 to 8:00 pm:  
April 23, 30, May 7, 14, 21, 28

Location: John and Rita's home at 276 Ridgeway Path,  
Oconomowoc, WI

Facilitators: Dcn. John Mezydlo

Contact/Registration: [j.mezydlo@badgerchevroletbuick.com](mailto:j.mezydlo@badgerchevroletbuick.com)  
or 602-885-1642

### Region: Milwaukee-Central (SUMMER 2019)

Dates/Time: Saturdays, 9:30 to 11:30 am:  
May 4 and 18; June 1, 15, 29 and July 13

Location: Archbishop Cousins Catholic Center, 3501  
South Lake Drive, Saint Francis, WI 53235

Facilitators: Discernment Team

Contact/Registration: [maldonadom@archmil.org](mailto:maldonadom@archmil.org)  
or 414-758-2207.

## OFFICES FOR CLERGY AND LAY ECCLESIAL MINISTRY

### Vicar for Ordained and Lay Ecclesial Ministry

Very Rev. Jerry Herda, Vicar  
414-769-3490  
[herdaj@archmil.org](mailto:herdaj@archmil.org)

#### Administrative Assistant

Sr. Kathleen Schweihs, CSA  
414-769-3484  
[schweihs@archmil.org](mailto:schweihs@archmil.org)

### Personnel and Placement Office

Rick Tank, Director  
414-769-3458  
[tankr@archmil.org](mailto:tankr@archmil.org)

#### Administrative Assistant

RoseAnn Gnad  
414-769-3459  
[gnadtr@archmil.org](mailto:gnadtr@archmil.org)

### Services for Senior Priests

Very Rev. James Lobacz,  
Vicar for Senior Priests  
414-769-3496  
[lobaczj@archmil.org](mailto:lobaczj@archmil.org)

#### Administrative Assistant

Sr. Kathleen Schweihs, CSA  
414-769-3484  
[schweihs@archmil.org](mailto:schweihs@archmil.org)

### Deacon Services

Deacon Michael Chimielewski,  
(Associate) Director  
414-769-3409  
[chmielewskim@archmil.org](mailto:chmielewskim@archmil.org)

### Continuing Formation of Clergy

Deacon Alfred Lázaga,  
Coordinator  
414-769-3489  
[lazagaa@archmil.org](mailto:lazagaa@archmil.org)

### Diaconate Formation Office

Deacon Dale Nees, Director  
414-758-2212  
[neesd@archmil.org](mailto:neesd@archmil.org)

#### Associate Director

Manuel Maldonado-  
Villalobos,  
414-758-2207  
[maldonadom@archmil.org](mailto:maldonadom@archmil.org)

#### Administrative Assistant

Charmaine Pfeifer  
414-758-2202  
[pfeiferc@archmil.org](mailto:pfeiferc@archmil.org)

### Parish/School HR Services

Catherine Gryniewicz  
414-769-3370  
[gryniewicz@archmil.org](mailto:gryniewicz@archmil.org)

### Office of Lay Ministry

Susan McNeil, Director  
414-758-2214  
[mcneils@archmil.org](mailto:mcneils@archmil.org)

SAVE *the* DATE  
*Fall Day*  
FOR PRIESTS AND PARISH DIRECTORS  
Tuesday, September 17, 2019



ARCHDIOCESE  
of MILWAUKEE