



# The Cincture

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## FROM THE VICAR FOR CLERGY



Fr. Jerry Herda

Thank you for all the work you have been doing in promoting the Disciple Maker Index. The results to date are a mix, with some parishes having a strong response and others having only a handful of people taking the survey thus far. The more parishioners you can encourage to take the survey, the better understanding you will have of the “snapshot” of your parish. Please note that a simple bulletin note does not seem to be generating a strong response, talking it up with parishioners, committees and staff is crucial. Once the results are accumulated, you will be amazed at the many different ways you will be able to use the information.

Soon you will be receiving information on taking the priest/parish director personal inventory survey. We are asking every active priest/parish director to fill out their own individual survey (which is different from the DMI). You will need to set up a log-in with this inventory so that the information gathered is specific to you. It is important that you take the time to get this done. Senior priests are not expected to do this individual survey, but are welcome to do so if they so choose.

This summer you are invited to attend one of the Vicariate meetings at which the Catholic Leadership Institute will be able to give you the results from your personal inventory survey. The idea behind this is to help you to become the best priest/parish director you can possibly be. At the Vicariate meetings, the results will be explained. You will be encouraged to develop a growth plan and see what the areas are you need to work on. We have also been training coach/mentors to assist you. These coach/mentors are priests, deacons and lay people, both from the business world as well as the church world, who will be able to walk with you and help you to implement your growth plan.

► VICAR FOR CLERGY (continued on page 2)

## SUMMER VICARIATE MEETING DATES

**Milwaukee and Ozaukee Vicariate**  
June 23, 10 a.m. to 2 p.m.,  
MMPCPC

**Northern Vicariate**  
June 24, 10 a.m. to 2 p.m.,  
Holy Family, Fond du Lac

**Southern Vicariate**  
June 30, 10 a.m. to 2 p.m.,  
Location TBD

**Waukesha Vicariate**  
July 1, 10 a.m. to 2 p.m.,  
St. Dominic, Brookfield

## DISCIPLE MAKER INDEX PAPER SURVEY REMINDER

- Please print double-sided, in black and white and stapled.
- Please have a place available for parishioners to drop off their completed surveys to the parish.
- All completed paper surveys should be mailed to Catholic Leadership Institute by March 30 to allow for data entry. We will enter all paper survey responses.
- Mail to:  
**Catholic Leadership Institute**  
301 Lindenwood Drive, Suite 310  
Malvern, PA 19355

FROM THE DIRECTOR OF DIACONATE FORMATION

## IN THE HEART OF THE APPLICATION PROCESS



Deacon Dale Nees

The Office of Diaconate Formation is now in the heart of the application process. All of the Canonical Interviews have been completed with the wonderful

support of the Chancery, the Tribunal, and the archbishop. We have received all of the endorsements from the pastors. Psychological and Personality Testing has already begun, as well as a series of other essential assessments. Those endorsed have also been sent their applications. We are already receiving sections of every man's application daily as they are completed. This can take several months based on health exams, references, and other document retrievals. It is a comprehensive process, but know that

### ► VICAR FOR CLERGY (continued from page 1)

For a number of years I coached high school athletics and my athletes never thought twice of me telling them how they could improve, they actually wanted me to help them. The idea of a coach for you is no different. We should embrace the opportunity for someone to help, guide and mentor us. One of the things I will need your help with is making sure we match up the right coach for you. I see this process as being a dialogue with you, giving you some options before we finalize who will be working with you.

As always, if you have questions or are uncertain about what we are doing please give me a call or shoot me an email and we can talk through it.

*Sincerely in Christ,  
Fr. Jerry Herda*

it compares very well to other diaconate formation programs throughout the United States.

I am really learning a lot as I go through our application process for the first time. We have already been able to streamline things for which I am indebted and owe many thanks to the formation leadership team: Manuel Maldonado-Villalobos and Charmaine Pfeifer. Their many contributions to simplifying new electronic forms and supporting an organized method of receiving all the incoming documentation have been and will continue to be vital. Applications are reviewed for completeness and a summary will be produced for the Committee on Admissions and Scrutiny, who also has access to all the details. Our committee members are always so committed and generous with their time, but especially during our admission window. Their recommendations, along with mine as the Director, are submitted to Archbishop ListECKI for the final selection of admission to the Aspirant

Class of 2020 which will commence in September.

On another note, I am happy to report that seventeen first-year candidates will be instituted to the Ministry of Reader. The Rite of Installation took place on Saturday, February 22, with Auxiliary Bishop James T. Schuerman presiding at Mary Mother of the Church Pastoral Center in the Mater Christi Chapel. I am so grateful for the tremendous support these men have received from their wives, pastors, parishes, staff, faculty, family, and friends. Thank you for your persistent prayers for their continuing journey of formation to diaconal ministry. We recently have sent out posters to all of the parishes in the diocese that contain the pictures of all our candidates and if married, their wives, in case you want to see who you are praying for! We are grateful for your displaying them so all the members of your parishes are aware and may pray for them too!

*With Fraternal Charity,  
Deacon Dale Nees*

### LITURGICAL REMINDERS

Recently the Worship Office has received calls of concern, so here are a few liturgical reminders. It is good to keep in mind that the Liturgy belongs to the Church; so as we celebrate the Mass, we need to do so remembering what the Church intends. The following are not optional and these instructions should be followed.

1. The pouring of wine into the chalices must take place before the consecration.
2. Only chalices of durable and noble material should be used for distributing the Precious Blood.
3. The reserving of the Precious Blood should never take place.
4. The Roman Missal, Third Edition is the only approved edition for liturgies of the Roman Rite.
5. Any reproduction of copyrighted music must cite proper reprint licenses (www.onelicense.net)

## FROM THE DIRECTOR DIRECTOR OF COMMUNITY RELATIONS BUILDING THE CHURCH'S PRESENCE



Lydia LoCoco

This summer I will start my fourteenth year working within the Archdiocese of Milwaukee. Add a long tenure as a host of a local Catholic weekly radio show, and it is fair to see that I know a great many people throughout the ten-county archdiocese or they know me! I hope that I am known for my passion for Jesus Christ and his Church, my love for parish life and my unabashed

bias for Catholic education as one of the best ways to pass on this faith.

How can we share this passion with others?

Emerging from bankruptcy has created a space to look ahead and ask the question: "How can we be a neighbor and partner to every one of the communities around the ten counties?" More specifically, "How can we build and renew a vibrant Catholic culture in those communities?" Not only are the origins of Milwaukee intrinsically tied to the Catholic Church here in southeastern Wisconsin, but there is a growing awareness nationally of the need for the parochial presence as a foundation for the solid "social infrastructure" of our cities and rural communities.

Recently, Archbishop ListECKI said, "I believe we can increase

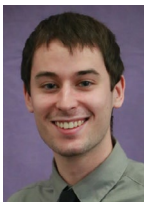
the Church's presence in our community by building stronger relationships with government and civic community leaders, institutions, businesses, and organizations. The Catholic Church has an important and rightful role as a leader in the community—both in metro Milwaukee and other areas of our diocese."

My new position as *Director of Community Relations* is responsible for creating and maintaining those positive relationships, representing the archdiocese in civic community settings, and working to develop a sphere of influence that positively reflects the Church's mission and ministry. In simple terms, I am essentially the "chief friend-maker." Our faith communities are anchors in those communities, and we want to reach out and say to those business and civic leaders, "You have a vested interest in having us stay, and we have a vested interest in reaching out and collaborating with you. How can we work together?"

This is a great time to be Catholic, and a great time to engage our culture. Milwaukee is an immigrant city, built by faith . . . but the Holy Spirit is not done with us yet!

*Lydia has a BA and MA in Theology from the University of Dallas, and a Doctor of Ministry degree from Mundelein Seminary/University of St. Mary of the Lake.*

## HUMAN RESOURCES REVIEW: COMING SOON TO A PARISH/SCHOOL NEAR YOU!



Casey Clapper

Dear Pastors and Parish Directors,

As you may be aware, the archdiocesan Parish and School Human Resources department has commenced conducting on-site HR Reviews of our parishes and schools. These reviews are intended to assist you in your ministry by ensuring compliance with applicable state and federal law, by suggesting low-cost, and yet

effective ways to decipher and offer resources for common HR issues. The intention is to visit every parish and school in the diocese on a 3-year basis to ensure continuous improvement.

In other words, it is highly likely you will receive a phone call or email from me very soon. We may be biased, but we believe this is a very exciting opportunity, both for your parish and for me! I understand that many priests have expressed that HR is one of the more challenging areas of ministry. One of the best-kept secrets in the HR field is that having strong processes in place from the beginning of the employment relationship will save you an incredible amount of time and stress when a tough issue pops up. What better time than now to be sure that your processes are up to snuff?

However, let's say that your particular parish/school isn't one that has had a lot of emphasis on HR in the past. Are your personnel files disorganized or incomplete? Do you lack a personnel handbook with defined policies? Do you struggle to staff your organization with qualified people? And what's that confusing FLSA thing that you keep hearing about?

Luckily, our process is designed for parishes and schools on all ends of the spectrum, from the experts to the beginners. No matter where your parish falls now, we can suggest low cost and simple ways to make small improvements that can make a big difference over time, without overwhelming your already busy schedule or distracting from your ministry. We have templates, guides, instructions, and Spark Notes that will allow you to save time and not have to reinvent the wheel.

Please reach out to me, Casey Clapper, Human Resources Coordinator for Parish and School HR, for more information and/or to schedule a review. I promise to make the process painless, straightforward, and simple. You or a member of your staff can reach me at (414) 769-3371 or [clappercc@archmil.org](mailto:clappercc@archmil.org).

We hope to hear from you very soon!

## YOUR LEGACY



Bob Pfundstein

I am Bob Pfundstein, the new Director of Planned Giving for the Archdiocese of Milwaukee. My role is to assist parishes and the archdiocese in building Catholic legacies among their parishioners and other Catholic families and donors. Planned giving begins with the relationship people have with Jesus Christ and the Catholic Church. It continues with their passion for the faith and a desire to leave a legacy, including to the Church, through their wills and estate plans.

A few planned giving options we can help develop for your parish include:

- Memorial gifts
- IRA charitable gifts
- Planned giving promotional materials
- Will and estate planning seminars
- Legacy societies for recognizing donors

Looking over my life, I have experienced the work of the Church as a parish director of evangelization, a parish business manager, and a diocesan director of parish stewardship. I have also experienced the teaching and spirituality of the Church as a child, a young single male, a young married man, a young father, a committed volunteer, a middle-aged father of adult children, young adults, and teens, and I am currently seeing the Church through the eyes of my young grandchildren. The Church has played a major role in my life and continues to challenge me in my personal spirituality and professional role. I have been truly blessed and I continue to develop my Catholic legacy.

The legacy that God the Father left to us was the birthright of Jesus Christ who died and was raised to open the door to eternal life. Our inheritance, through our baptism into the Trinity, is the kingdom of heaven as beloved sons and daughters of God

### What will your legacy include?

Please contact me to discuss how we can establish a plan for you and your parishioners to promote legacy giving which will support the parish and archdiocese in the near future and into the distant future.

**Robert Pfundstein, Director of Planned Giving, Office for Development, 414-769-3583, [pfundsteinb@archmil.org](mailto:pfundsteinb@archmil.org)**

## PROCESS FOR CONTACTING FR. CLIFF ERMATINGER, SPIRITUAL CONSULTANT

Fr. Cliff has the assistance of an “in-take” person, Francisco, who fields his calls.

Francisco will ask the caller a series of questions to determine the level of need, and will appropriately respond to the caller’s request.

Because Francisco works, calls to Francisco (414-426-4204) should only be made after 3 p.m., Monday through Friday, or anytime on Saturday or Sunday.



*From: A Time to Every Purpose: Competent Time Management by Ron Sisk*

### True or False

1. My sermon is always substantially finished before Saturday
2. I am rarely, if ever late for meetings
3. I visit members, those in nursing homes and homebound
4. I take my day off weekly, except for genuine emergencies
5. I have a regular daily time for prayer and devotion
6. My secretary knows the day I prepare my sermon
7. I think that I spend most of my time on the most important things
8. I’m confident that I visit hospital patients often enough during their stay
9. I visit the school and attend some of the school’s events and sports games
10. I take my vacation every year
11. I seem to have enough time for myself
12. I get enough sleep at night
13. I exercise several days a week

The more you answer with false, the more your time-management skills need a tune-up. If you are having trouble getting your schedule under control, you might find it helpful to look at your time use in smaller increments. For example, take a two-week period and keep track of every 15 minutes of your time and work. Then take a hard look at how you used that time. Did you spend excess time talking with others, surfing the internet, or playing with PowerPoint? How could you discipline yourself to free up more time?

## ACTIVE ARCHDIOCESAN PRIESTS

### *Serving outside the archdiocese*

**Kevin Barnekow**

Released for Studies  
*Alexandria, Virginia*

**Patrick Behling**

Released for Studies  
*Mundelein, Illinois*

**Stephen Buting**

Released for Studies  
*Rome*

**Pablo Cirujeda**

Released to CSP Missionary  
*Mexico City, Mexico*

**Marti Colom**

Released CSP Missionary  
*Bogota, Colombia*

**Michael Lightner**

Released to Diocese of Green Bay  
*Niagara, Wisconsin*

**Francis Malloy**

Released to Military Archdiocese  
*Bay Pines, Florida*

**Bryan Massingale**

Released to Fordham University  
*Bronx, New York*

**John Paul Mitchell**

Released for Studies  
*Rome*

**Jose Mario Nieto**

Released for Studies  
*Washington D.C.*

**Timothy O'Brien**

Released to Marquette University  
*Washington D.C.*

**Erich Weiss**

Released to Military Archdiocese  
*Camp Pendleton, California*

**Michael Witczak**

Released to Catholic University of America  
*Washington D.C.*

**Michael Wolfe**

Administrator  
*Azua, Dominican Republic*

## THE ORDER OF BAPTISM OF CHILDREN, SECOND TYPICAL EDITION

On April 11, 2019, the Congregation for Divine Worship and the Discipline of the Sacraments confirmed the *Order of Baptism, Second Typical Edition* for dioceses of the United States. This confirmation was received by the USCCB on May 7, 2019, and on June 10, 2019 Daniel Cardinal DiNardo, USCCB President, issued a decree of publication establishing the implementation date. Since that time, the American Church has been awaiting the availability of the text from publishers. As of mid-January 2020, texts are available for purchase.

This rite became optional on February 2, 2020, the Feast of the Presentation of the Lord, and its use will be obligatory on April 12, 2020, Easter Sunday of the Resurrection of the Lord. From that date forward, no other English translation of the *Order of Baptism of Children (OBC)* may be used in the dioceses of the United States of America.

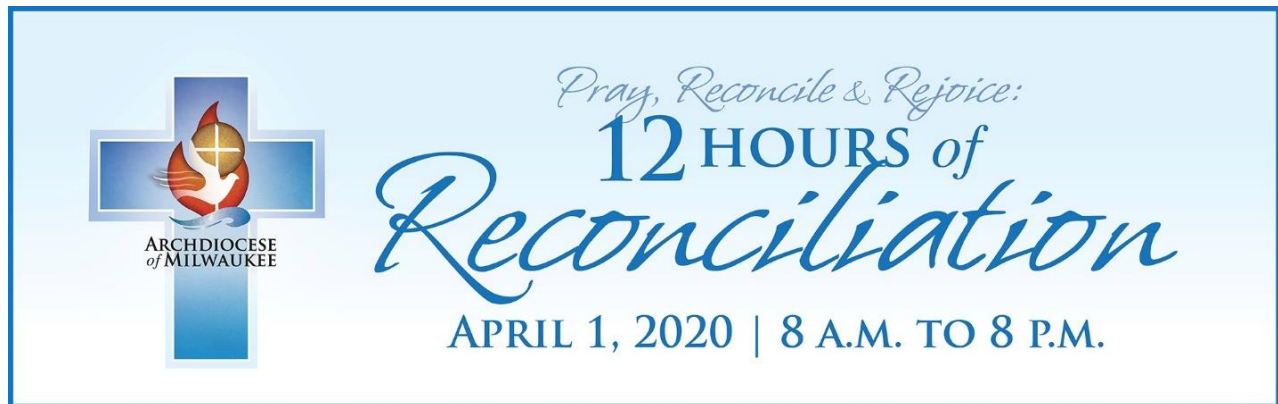
The revised edition, originally prepared by the International Commission on English in the Liturgy (ICEL), is an updated translation from the Latin, and in accordance with the principles of *Liturgiam authenticam*. **It does not change the ritual itself.** In fact, chapters and rubric numbers remain the same, with two insertions – an optional expanded Litany of the Saints and the Appendix for Baptism within Mass.

While the primary changes in the *Order of Baptism, Second Typical Edition* are with texts, five adaptations for dioceses in the United States were proposed by the USCCB, all of which were confirmed by the Congregation for Divine Worship. Those adaptations include the text of an optional introductory monition, the addition of a sample acclamation after each Baptism, synchronization of rubrics incorporating previously approved U.S. ritual variations, an option for an expanded Litany of the Saints, and a new appendix with clear, user-friendly instructions for the Baptism of Children within Mass. Additionally, all adaptations can be found in Chapter VII of the ritual book. New to this edition is the notation of these adaptations in their respective rubrics throughout the ritual book.

## *Fall Day* FOR PRIESTS & PARISH DIRECTORS

**Tuesday, September 15, 2020**

*Mary, Mother of the Church Pastoral Center.*



*Pray, Reconcile and Rejoice – 12 Hours of Reconciliation* will be taking place at 12 parishes in the Archdiocese of Milwaukee on Wednesday, April 1, 2020.

The success of *Pray, Reconcile and Rejoice* hinges on the support and willingness of our priests to hear the confessions of those in the Archdiocese of Milwaukee.

To help facilitate the scheduling each site has a separate online registration page. Please see the chart below and “click” on the Host Parish Location you wish to give your time.

Please register to help at *Pray, Reconcile and Rejoice – 12 Hours of Reconciliation* by Friday, March 20, 2020.

**Deanery**

**Host Parish Location**

Dodge/Washington

Resurrection Parish, Allenton

Fond du Lac/Sheboygan

Holy Family Parish, Fond du Lac

Fond du Lac/Sheboygan

St. Peter Claver Parish, Sheboygan

Kenosha

Our Lady of Mount Carmel Parish, Kenosha

Racine

Sacred Heart Parish, Racine

Milwaukee Northwest

St. Margaret Mary Parish, Milwaukee

Milwaukee Southeast

Our Lady Queen of Peace Parish, Milwaukee

Milwaukee Southwest

St. Mary Parish, Hales Corners

Ozaukee/Milwaukee Northeast

St. Monica Parish, Whitefish Bay

Walworth

St. Charles Borromeo Parish, Burlington

Waukesha East

St. Dominic Parish, Brookfield

Waukesha West

St. Charles Parish, Hartland

If you have any questions or concerns, please contact Jenni Oliva at 414-769-3585 or [olivaj@archmil.org](mailto:olivaj@archmil.org)

# ATHLETICS THROUGH THE YEARS



# PRIEST *Wellness Day*

**Thursday, November 5, 2020**

Ascension Health Center, Wauwatosa.  
*Stay healthy and happy.*



**36th Annual  
Spring Assembly  
of Priests**

**May 4 - 6, 2020**

*The Abbey Resort,  
Fontana, WI*

## 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*

Jodi Bowers  
414-769-3484  
[bowersj@archmil.org](mailto:bowersj@archmil.org)

### Personnel and Placement Office

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

#### *Administrative Assistant*

RoseAnn Gnadt  
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*

Nancy Kerns  
414-769-3594  
[kernsn@archmil.org](mailto:kernsn@archmil.org)

### Continuing Formation of Clergy

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

### Deacon Services

Deacon Michael Chmielewski,  
(Associate) Director  
414-769-3409  
[chmielewskim@archmil.org](mailto:chmielewskim@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 Gryniecicz,  
Director  
414-769-3370  
[grynieciczc@archmil.org](mailto:grynieciczc@archmil.org)

#### *Parish/School HR Coordinator*

Casey Clapper,  
414-769-3371  
[clappercc@archmil.org](mailto:clappercc@archmil.org)

### Office of Lay Ministry

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

### Minister to Priests

Fr. Al Veik, OFM Cap  
414-305-3384  
[aveik@thecapuchins.org](mailto:aveik@thecapuchins.org)

## ACTIVE & SENIOR PRIESTS

*Together Retreat*

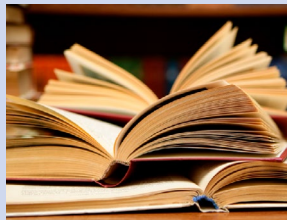
**October 5-9, 2020**

*Redemptorist Retreat House  
Oconomowoc*

Presenter: Fr. Richard Fragomeni



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



- Reason, Faith, and the Struggle for Western Civilization by Samuel Gregg
- Emotional Intelligence for Religious Leaders by John Lee West, Roy Oswald and Nadyne Guzman.
- Humility Rules by J Augustine Wetta, OSB
- Letter to a Suffering Church by Bishop Robert Barron
- The Mind of Pope Francis by Massimo Borghesi
- Searching for Sunday by Rachel Held Evans
- The Day Is Now Far Spent by Cardinal Robert Sarah
- Return to Order by John Horvat II
- When God is Silent by Archbishop Luis Martinez
- The (Un)Common Good by Jim Wallis
- A Special Mission by Dan Kurzman



**ARCHDIOCESE  
of MILWAUKEE**





## Awaken your call to ministry through encounter at the margins



Some of the most beautiful work of the Church is happening today in the poorest parts of the United States.

Where there is poverty, the Church offers hope, transforming communities.

Thanks to a grant from Lilly Endowment Inc., Catholic Extension invites pastors to a **fully funded 3-day mission immersion trip** to experience the Church on the margins of U.S. society. Bond with fellow priest friends while experiencing a renewed call to ministry through encounter with those on the margins of the US.



*“Being on the trip allowed me to journey as a pilgrim to the sacred places where the presence of God is being honored in the poor, in the marginalized, in the oppressed, in the abused, and in the abandoned people of God.”*

(Fr. Noel Reyes, pastor of St. Jerome Church, Chicago)

## 2020 trips

Dates still tentative

1. June 16-18: Brownsville, Texas: migrant shelters on both sides of US/Mexico border; detention center; parishes serving migrant communities
2. July 27-30: Yakima, Washington: seasonal migrant farm worker communities; literacy wagon and sacramental ministries to migrants
3. August 4-6: Jackson, Mississippi: communities devastated by the ICE raids last year, but supported by the Church in a time of great need

More information:

Tim Muldoon, Ph.D., Director of Mission Education  
[tmuldoon@catholicextension.org](mailto:tmuldoon@catholicextension.org)  
508-561-7723