



The Circincture

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FROM THE VICAR FOR CLERGY PARTICIPATION REPORT



You may recall a few years ago a proposal came to the Priest Council which would incentivize participation in certain events and activities with an increase or decrease in

salary based on a priest's participation in these activities. The proposal did not pass the Priest Council, but we made the decision to still keep track of priest participation. We are tracking only our active priests, but I would hope that our senior priests will continue to stay active as well.

The activities we have tracked for the last two years are: Fall Day for Priests & Parish Directors, Deanery Meetings (with the goal to have priests attend at least 3), Spring Assembly of Priests, and Continuing Education (any proven by use of Continuing Education Funds). This past year we also added participation in what we are calling role activities, it would include serving on the Priest Council, Priest Placement Board, Pension Board, St. Michael's Priest Fund, Wellness Council, serving as a Dean,

a Consultor or a Vicar. Next year we will also add the standing committees of the Priest Council.

The good news is that we have a lot of guys participating in the life of the Church in the Archdiocese of Milwaukee. Thank you to all who have participated in each of these activities. The bad news is that there are still a number of guys who are choosing not to fully participate. There is an expectation that each of us would participate to some degree in each of these areas.

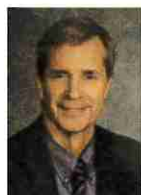
The area of greatest weakness seems to be continuing education. My hope is that each of us is doing some form of continuing education. May I challenge you to pick up a book to read, watch a video or an online lecture, attend one of the continuing formation workshops, do something that will help you to grow intellectually and spiritually.

I would also ask that you take the Continuing Formation for Clergy Survey we have developed. This replaces the paper form you received in the past with the priest placement mailing. The survey is simple and should take you no more than 10 minutes to fill out.

<https://www.surveymonkey.com/r/2018VicarforClergyEvaluation>

Fr. Jerry Herda

FROM THE DIRECTOR OF PRIEST PLACEMENT AND PERSONNEL SIGNS OF HOPE ALL AROUND



I generally have a 45-minute commute each morning and evening as I travel back and forth to work. When I get in the car, I turn on the radio to get a

gauge of the traffic and weather. Many days it is not encouraging: accidents up ahead, and a cold front coming in later in the week. When the news comes on, it often gets even more

► SIGNS OF HOPE (continued on page 2)

► **SIGNS OF HOPE** (continued from page 1)

demoralizing: another mass shooting overnight, angry tirades from our government leaders, and sexual abuse reports in the Catholic Church. It makes me want to turn around and go back to bed.

But, my long commute also gives me time to turn off the radio and focus on signs of hope all around me. They are there, every day, and we just need to be attuned to them. Sometimes it is as simple as another motorist slowing down to let a driver move into her lane, or remembering the kindness a young clerk showed to an older man in the drug store yesterday. We live in a time when we can instantly hear about every bad and evil act happening anywhere in the world, and we have to balance that out by seeing the goodness in those right around the corner.

On November 6, the Archdiocese held its Vatican II Awards for Service in the Church at the Cathedral of St. John the Evangelist. Attending this annual event is a sure-fire way of finding hope in our Church and in the world. In a dozen different categories, everyday people in our archdiocese are recognized for the way they make life better for others. The stories of self-sacrifice and giving are an annual shot of hope that shows just how much our Church matters in southeastern Wisconsin.

In everyday encounters with people on the phone and email I also find hope. Churches and their pastors, deacons, and parish directors matter a great deal to people, and I hear about it when they are asked to move on to other assignments. People tell me how Father was there for them when their child was killed in a car crash, or how a funeral homily for their mother brought them back to the Church. I hear about simple acts of compassion that are remembered years later by the recipient. These stories bring me hope.

Paul writes in Romans 12: 9-12, *“Be sincere in your love for others. Hate everything that is evil and hold tight to everything that is good. Love each other as brothers and sisters and honor others more than you do yourself. Never give up. Eagerly follow the Holy Spirit and serve the Lord. Let your hope make you glad. Be patient in time of trouble and never stop praying”*.

Vaclav Havel, the former poet and president of Czechoslovakia was a hope-filled statesman who didn't let the darkness of the Soviet regime dampen his spirit. He said *“Hope is an orientation of the spirit, an orientation of the heart. It is not the conviction that something will turn out well, but the certainty that something makes sense, regardless of how it turns out”*.

Let us be hope-filled, and our journey, whether a morning commute or the road we follow for the rest of our lives, will be meaningful and rich.

Rick Tank

FROM THE COORDINATOR

OF CONTINUING FORMATION OF CLERGY

EXCITING NEW ONLINE CONTINUING FORMATION OPPORTUNITIES FOR CLERGY ARE NOW AVAILABLE

We now have available online content from sliconnect.org

A subscription for the entire year is \$100.00, and the amount can be taken from your Continuing Formation Fund.

Webinars for Clergy

Leadership

Ministry skill-building

Self-care

Spirituality & prayer

Faculty includes experts in psychological and spiritual health for Catholic clergy.

Practical, easy continuing formation available anytime.

Individual viewings

Deanery meetings

Support groups

Parish staff development

Retreats

The latest topic available is: Putting it Together: Continuing to Build a Celibacy Formation Program

Br. John Mark Falkenhain, OSB, Ph.D., explores structuring a celibacy formation program and evaluating progress in celibate living.

The presentation recording and [handout](#) are now available. Just log in to your account on sliconnect.org and click the "On Demand Courses" tab.

Other sample topics:

- Transformational leadership
- Mood & food: managing emotional eating
- Why leaders fail: narcissism vs. service
- Dealing with stress effectively
- Navigating challenging personalities
- Skills for mental health emergencies
- Confession, spiritual direction
- Cybersex use
- Internet pornography:
- Warning signs & practical skills to respond
- Counseling vs. spiritual direction
- Pastoral care for families
- Ministering to those in treatment
- New topics added monthly

Contact Deacon Al Lazaga to set-up your account.
lazagaa@archmil.org

FROM THE DIRECTOR OF PARISH & SCHOOLS HUMAN RESOURCES/PERSONNEL

CONFLICT: IT'S COMPLEX & WORDS MATTER

Amazing Parish talked about healthy conflict being a key to having a thriving parish. So once you have it within the employment arena, how do you move through conflict and be in relationship with one another?

In the employment area, stepping forward to a resolution may encompass reaching out to have a conversation that involves misunderstandings, drama, and differences of opinion all bundled up in negative emotion. It may be tempting to look the other way or have someone else deal with it. But, to not have a conversation because of the excessive emotion can cause a more negative and toxic environment because the emotion goes underground.

As Church, we are called to be in a wholesome relationship with ourselves and with one another, and this means working through the situation and emotion to restore relationship so we can be about our mission together. **It takes courage to say something is not working and we need to talk about it.**

So how do we get there? Two key components are: Proper mindset and strategy.

Open Mind:

The challenging part of this first step is to have one foot in the person's moccasin while remaining interiorly focused in your world to gather the facts and the circumstances. This means taking time before the conversation to be aware of an array of reactions as well as any side stepping that may occur, e.g., the outside world is the cause of the predicament – "He started it by..." As a leader, remember to stand on the shore observing without going into the turbulent water. In addition, manifest your prayer life by working with people face-to-face.

Strategy of the 4-A's:

1. **Aim** – Articulate the specific expected behavior and/or the result needed.
2. **Assess** the current situation by having a conversation.
 - a. Gather the facts so as to name the problem/opportunity.
 - b. Determine causes of the gap of where the goal is to current situation (poor communication, different perception, personality, poor performance, etc.).
3. Seek **agreement** on a solution(s) and this may take the form of collaboration, compromise, and/or accommodation (be aware that this option may create

a win-lose situation). May be helpful to create ground rules for this discussion and/or define boundaries.

4. **Affect/Accountability** - Follow-up and name consequences if the conflict is not resolved.

A variable in each of the above steps and in movement from one-step to another is "time." Time may be at the doorstep AND it requires time and space for consciousness of the individual(s) to awaken and for Spirit to be involved.

The space between the "Aim" and the "Assess" step is best achieved with a pastoral approach. Barbara Mitchell & Cornelia Gamlen have created a book called "The Conflict Resolution Phrase Book" that may be helpful with the twists and turns of a conversation. Let's face it, conflict is unpredictable and it has the tendency to send employers and leaders and most people into unhealthy fear. Having some words and granting yourself permission to address a difficult situation is empowering. Some of the phrases Mitchell & Gamlen share include: "I am aware of the tension, can we all commit to addressing and resolving this?" "I don't think we're getting anywhere. Can we try a different approach?" "We see this situation differently. Let's talk about our different perspectives so we can bridge the gap."

It is important to have a conversation when things are amiss. A culture of supporting employees while addressing concerns helps create a positive culture and work climate to meet the needs of those we serve.

Catherine Gryniwicz

SAVE *the* DATE PRIEST *Wellness Day*

Unfortunately, due to circumstances beyond our control, the 2018 Wellness Day for Priests had to be cancelled.

Please arrange to get your flu shot from your doctor or any another provider.

We look forward to offering the presentation *Mindfulness and Coping with Pain* at the 2019 Wellness Day.

Save the date for the Wellness Day Thursday, October 31, 2019.

Stay healthy and happy.

FROM THE DIRECTOR OF THE OFFICE OF DIACONATE FORMATION

CELEBRATING THE 50TH ANNIVERSARY OF THE RESTORATION OF THE PERMANENCY OF THE DIACONATE

The 2018 National Diaconate Congress was held in New Orleans and I was delighted to be among the more than 2,800 attendees. The theme of the Congress was *Christ the Servant: Yesterday, Today and Forever* with special recognition of a momentous milestone: the 50th Anniversary of the Restoration of the Permanency of the Diaconate in the United States. Some of the key early memorable dates were:

- May 1968: the Bishops of the United States petitioned the Holy See for permission to restore the diaconate.
- August 1968: the Apostolic Delegate informs bishops that Pope Paul VI has accepted their request to restore the diaconate.
- November 1968 the Bishops' Committee on the Diaconate is established
- Since its inception in 1974 through today, the total number of Permanent Deacons ordinations for the Milwaukee Archdiocese is 298.

While there, I acquired the most recently published *Center for Applied Research in the Apostolate (CARA): Word, Liturgy, Charity: The Diaconate in the U.S. Catholic Church, 1968-2018*.

The report contained the following noteworthy highlights:

Growth - The permanent diaconate has grown from zero to more than 18,000 active deacons in ministry in dioceses across the nation in the past fifty years. Forty percent of all deacons in the world serve in the United States. One deacon per thousand Catholics is considered a favorable ratio.

Need - Nearly all the diocesan directors of formation believe that the diaconate is needed now more than when it was first restored fifty years ago. What is important to bear in mind is that Vatican II didn't restore the permanency of the diaconate because of a shortage of priests, but because of a shortage of deacons.

Satisfaction - "Virtually all, ninety-eight percent, agree they are happy in their lives as deacons...nearly the same proportion say they would still become a deacon if they had a chance to do so again."

Activity - Eighty-Seven percent of the deacons are currently active in ministry. On average nineteen hours per week are spent in diaconal ministry. Active deacons who continue in educational programs after ordination average 30 hours of ongoing formation in a year.

Trends in Diaconate Formation Programs - Active Formation Programs currently exist in all 50 states and in the District of Columbia. From 2016-2017, enrollments were 1,002 Aspirants, 2,670 Candidates with an average enrollment of 16 per program, and anticipated ordinations of 523.

We should be in absolute awe of how much the Holy Spirit has accomplished in our Church and with the Diaconate since the Second Vatican Council. The bishops were identifying the Church as Servant because of the tragedies of the 20th century. Something had to change a new way forward which required "novus habitus mentis" - a new way of thinking. Deacons are a brilliant example of this new way of thinking. As Herbert Vorgrimler in his book *Sacramental Theology* affirms: "In his person, the deacon makes it clear that the liturgy must have concrete consequences in the world with all its needs, and that work in the world that is done in the spirit of charity has a spiritual dimension." On December 26th, the diaconal community of the Archdiocese of Milwaukee will commemorate the 50th Anniversary of the Restoration of the Permanent Diaconate with a special liturgy on the feast of St. Stephen, the First Martyr. How providential that this anniversary falls within the 175th anniversary of the Archdiocese of Milwaukee.

Deacon Dale Nees

A SERVICE OF HUMOR

One Sunday morning, the pastor noticed little Joey standing in the foyer of the church staring up at a large plaque.

It was covered with names and had small United States flags mounted on both sides of it.

The six-year old had been staring at the plaque for some time, so the pastor walked up, stood beside the little boy, and said quietly, "Good morning, Joey."

"Good morning Father," he replied, still focused on the plaque. "Father, what is this?"

The pastor said, "Well son, it's a memorial to all the young men and women who died in the service."

Soberly, they just stood together, staring at the large plaque. Finally, little Joey's voice, barely audible and trembling with fear, asked, "Which service, the 8:30 or the 10:30?"

AIRPORT MINISTRY

The new Milwaukee Airport Meditation Room is now a reality. A quiet, reflective space in the middle of our busy airport is now available for staff and travelers. The room is located adjacent to the 3N skywalk.

Now that the room is in existence, there is an ecumenical group of religious representatives who are gathering monthly to discuss and plan for a more structured use of the space. They will be actively looking into offering structured worship services in the space. This group is early in the discussion stages and any specific plans are just a vision at this time.

However, it is not too soon to seek out clergy who may have interest and availability in airport ministry. I am asking that if there are any priests - active or Senior - who may be interested in ministering at the airport to please let me know of your interest. Ministry services could involve Mass, Communion service or Reconciliation.

As the representative of the Archdiocese of Milwaukee on the above noted ecumenical group, please contact me if you would be interested in airport ministry. Deacon Michael Chmielewski, Director of Deacon Services: chmielewskim@archmil.org or 414-769-3409.

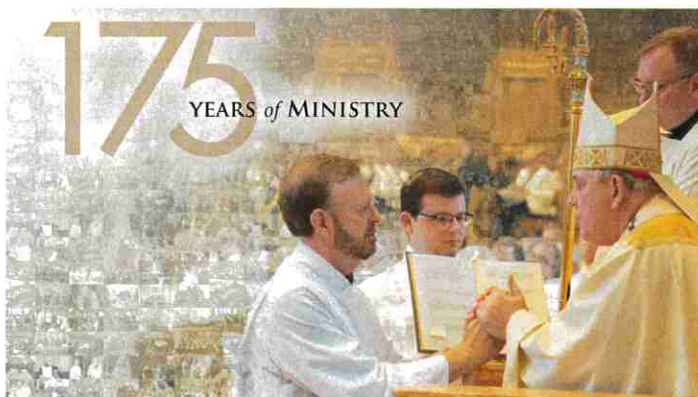
SAVE *the* DATE

Fall Day

FOR PRIESTS AND PARISH DIRECTORS

Planning for the 2019 Fall Day has begun. Please save the date for this program of the archbishop's agenda and plan ahead to attend on **Tuesday, September 17, 2019**.

For your information: Hereafter, we anticipate the Fall Day to reoccur annually on the 3rd Tuesday of September.



CONTINUING FORMATION FOR CLERGY YEARLY EVALUATION

In these times of increasing stress and complexity, it's more important than ever for priests to maintain good habits of self-care across all the dimensions of our lives - human, spiritual, pastoral, and intellectual. With that goal in mind, the Priestly Life and Ministry Committee has revised the annual survey to collect information in a more statistically - useful format. Our hope is that this expanded, but more user-friendly, survey will facilitate the Vicar for Clergy's care for Milwaukee priests, and continue to keep us all accountable so that we may be as effective as possible for the people of God.



WHAT TIPS WOULD YOU GIVE TO HELP A BROTHER PRIEST BE A BETTER PREACHER?

"When you have written your first draft of your homily, ask a two-word question: 'So what?' Does what you have written pass the 'So what?' test?"

"...If you can't say it in 7-10 minutes, you're trying to say too much."

"Be sure to make eye contact. ... engage the congregation by looking around while you deliver the homily. Speak slower than normal... be real and true."

"Look first for the Good News in the Scriptures and... Proclaim this Good News into the need of the community."

"Love your people. Be holy for your people. Believe that we are all made in the image and likeness of God, and we are meant to grow into what God made us to be. Help them grow, and encourage them."

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NEW OPPORTUNITIES TO SUPPORT YOU!

There is a clear need to find new and innovative ways to provide ongoing opportunities to develop leadership skills around conflict, giving/receiving feedback, leading teams, navigating transition and self-care. The following is a list of opportunities already in place in the new year to support you:

- **SLIconnect** – <https://www.sliconnect.org>
 - Over 100 quality, continuing education ministry options specifically designed for Catholic clergy by experts in psychological and spiritual health through Saint Luke Institute.
 - After your FREE two-week trial, contact Deacon Al Lázaga lazagaa@archmil.org to set-up a yearly subscription for \$100 – Continuing Education funds can be used.
- **Catholic Leadership 360** – <http://www.catholicleadership360.org/>
 - You receive a unique opportunity to gain insight into your effectiveness as leaders in the church
 - Through confidential 360-feedback, you will
 - Receive a report focused on your leadership behaviors and one-on-one feedback coaching on how to improve and grow.
 - Create a personal development plan to grow in your ministries and strengthen your leadership skills.
 - To sign up for the spring or fall cohort, please contact Michelle Nemer nemerm@archmil.org (funded by a generous grant from *Faith in our Future*)
- **Tending the Talents** - <https://www.catholicleaders.org/>
 - We are partnering with Catholic Leadership Institute to bring a customized, hybrid professional development learning opportunity for clergy and lay leadership.
 - Customized to meet the unique needs of our diocese, this eight session (equivalent of 4 continuing education credits) spans from February through June.
 - Perfect as a next step to CL360, follow up to Toolbox for Pastoral Management and/or to attend with your Amazing Parish team.
 - For questions or to register, please contact Michelle Nemer nemerm@archmil.org (partially funded by a generous grant from Faith in our Future)
- **Toolbox for Pastoral Management** - <https://leadershiproundtable.org/toolbox-pastoral-management/>
 - For this first time, will include a hybrid learning track for new and veteran pastors
 - Offered August 19-23, 2019 at SHSST, our diocese will receive early-bird registration before opened nationally.
 - For more information or to pre-register, please contact please contact Michelle Nemer nemerm@archmil.org (partially funded by a generous grant from *Faith in our Future*)

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