

VARIOUS CONSULTATIVE BODIES

III. The Personnel Board in the Diocese of Crookston

Preamble

"The relationship between the Bishop and his diocesan priests should rest, above all, upon the bonds of supernatural charity so that the harmony of the will of the priests with that of their Bishop will render their pastoral activity more fruitful. Hence, for the sake of greater service to souls, let the Bishop engage in discussion with his priests, even collectively, especially about pastoral matters. This he should do not only occasionally but, as far as possible, at fixed intervals." (Decree on the Bishops' Pastoral Office in the Church, #28)

"With the abolition of the law that provided for a competition in the appointment to a vacant office, the Bishop's action in his area became almost entirely independent. There is all the more reason, therefore, why he should act with the greatest prudence lest even a remote suspicion creep in—something which would be so prejudicial to the relationship between bishop and priests—that in these appointments he has acted arbitrarily through favoritism, or has been prevailed upon dishonestly. He always seeks counsel from prudent men and from those who by law have the duty of giving advice; in special cases, with their advice, appointments can still be competitive." (Directory on the Pastoral Ministry of Bishops, #116)

Article I: Structure

- A. The ministry of the Personnel Board of the Diocese of Crookston has a direct bearing on the pastoral ministry of the local Church. Therefore, the structure of the Personnel Board is governed by the work of the Priests' Council, according to Article VI: E of the Priests' Council By-laws.
- B. The Personnel Board of the Diocese of Crookston will consist of one priest from each of the priests' groups as listed in the diocesan policy manual, not including the "At Large" Group, elected in the same manner as the members of the Priests' Council. The Bishop and the Vicar General will be ex-officio members of the Board.
- C. Members will serve a four year term. One-half of the members will be elected every other year. Members may be re-elected but not for more than two consecutive terms.
- D. A chairman and a secretary to the Personnel Board shall be elected annually by the members of the Board.
- E. The Personnel Board will meet as needed. It is the prerogative of the Bishop to convene the Personnel Board at his pleasure; or with the Bishop's approval, the chairman may call a meeting of the Board. The chairman, in collaboration with the Bishop, will set agenda,

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preside over the meetings, and assist the Bishop - as needed - in communicating to priests the proposals of the Board.

Article II: Areas of Responsibility

- A. The Bishop will seek the advice of the Personnel Board for the appointments of priests, deacons, parochial vicars, and pastoral administrators to parish and special ministries of the Diocese.
- B. The Bishop will seek the advice of the Personnel Board in matters of personnel performances, sabbaticals, continuing education, and health needs.

Article III: Policies on Appointments

- A. Priests of the Diocese shall be appointed in light of the needs of the Diocese and needs of the priests according to the Code of Canon Law (C. 522).
- B. The needs of a particular parish will be of primary importance in the appointment of its pastor.
- C. Priests will be assigned to parishes with their age, health, and demonstrated effectiveness in pastoral relationships in mind.

Article IV: Procedures

- A. Every year priests will be asked whether they are satisfied with their present assignments and/or wish some change of appointment.
- B. A policy on open listing will be pursued by the Personnel Board, with the proviso that neither the Board nor the Bishop is bound to consider only those who apply.
- C. The Bishop and the Personnel Board will consult the profile of a parish, if available, on appointing future pastors.
- D. All priests involved in a personnel change will be given an opportunity to state their views to a board member and/or to appear before the full board if they wish.
- E. Though the Bishop is expected to consult the Personnel Board in making appointments (cf. Article II, A), he and he alone announces and makes the final Appointment. This means that members of the Board must maintain absolute confidentiality concerning the Board's deliberations.

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- F. In regard to members of religious communities, personnel changes are properly taken up with the religious superiors of the persons involved.

Article V: Extra-diocesan Priests

- A. A letter of permission is to be sent directly from the Ordinary of the priest seeking assignment to the Bishop and/or the Chairman of the Personnel Board; the Ordinary should indicate the length of time the priest seeking assignment is free to serve the Diocese.
- B. A letter of recommendation is to be sent directly from the Ordinary of the priest seeking assignment to the Bishop and/or the Chairman of the Personnel Board.
- C. In the case of foreign priests, an explanation of the applicant's skill in the English language is to be given.
- D. There will be a trial period of three to five years for all priests considering incardination into the Diocese of Crookston.

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