



Archdiocese of Louisville

212 EAST COLLEGE STREET • P O BOX 1073 • LOUISVILLE KENTUCKY 40201-1073

CLERGY PERSONNEL

July 26, 1996

Reverend Thomas R. Clark
Saint Timothy Church
10300 Lower River Road
Louisville, Kentucky 40272-3727

Dear Tom,

In 1991 and 1992 the Priests' Council undertook a review of our Clergy Personnel Guidelines, specifically those dealing with policies of the tenure of pastors. After discussions within the council and within every regional and peer gathering of priests a consensus emerged and was affirmed by Archbishop Kelly that we would move to a norm of appointing pastors to a limited term of six years, renewable once. This norm replaced our tradition of single terms of ten years that had been in effect for well over a decade.

In making this shift the council felt that the renewal of a pastor's term should involve a process of review, permitting the priest himself, his professional colleagues within the parish and parishioners in general an opportunity to reflect upon his ministry. It is envisioned that this process will afford each of us some valuable insight into our effectiveness as ministers within our given assignments and invite the prayerful collaboration of those people with and for whom we work.

Tom, enclosed is a review process borrowed in whole from the Diocese of Cleveland. It was designed by them and has been in use there for many years. This is the fifth year for our use. The pastors who participated in the 1995 review were generally positive about it.

All those pastors assigned within the archdiocese in 1991 are this year's target group. It is important to say that there is no grade, no pass/fail with this process. The purpose is to "review" with an eye toward better equipping you, the Priests' Personnel Board and Archbishop Kelly in determining how best you can continue your priestly ministry within our archdiocese.

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A single sheet summarizes the steps of this process. If you have any questions, please feel free to call me about them. Tom, know that it is my prayer that in this review you will come to a deeper appreciation of your gifts and your generous service to God and God's people.

Sincerely,

Reverend J Wayne Jenkins
Director
Office of Clergy Personnel

Enclosures