



FILE COPY

OFFICE OF THE SECRETARY FOR CLERGY

FROM THE DESK OF: Reverend William J. Lynn

TO: File
DATE: February 27, 1995
ITEM: Telephone Call from Reverend Michael Kerper Chaplain, Nazareth Hospital

Father Kerper called me today concerning Father Edward V. Avery, the other Chaplain at Nazareth Hospital. He said he was calling on behalf of Sister Theresa, the Supervisor at Nazareth Hospital. He stated that Father Avery once again has begun to bring in substitutes to take his place at work. Father Kerper tried to develop a schedule for the next six months, and it turned out that Father Avery had trouble covering twenty-five of thirty one Saturdays that he could not take calls. He had twenty-six commitments already scheduled between June and the end of December.

Father Kerper stated the staff at Nazareth Hospital is very frustrated with Father Avery. He does not see a problem with bringing other priests in to cover the days that he is on call and he is not fulfilling his responsibilities. However, at the same time, when he is there, he does do good work. Therefore, they do not want to lose his services.

I told Father Kerper what I had said to him before: that if there is a problem, Father Avery's supervisor's should be telling him that there are problems, should be documenting them, and then sending that in to me so that I can sit down and talk to Father Avery about these things. If I do not have concrete things to talk to Father Avery about, if I do not hear from these supervisors directly, then I don't see how I can pretend that I just intuit it that Father Avery has not been fulfilling his responsibilities. I told Father Kerper I had no problem confronting Father Avery about these things, but I can't do it if no one wants me to use their names when I talk to Father Avery.

Father Kerper went on and on about Father Avery almost to a manic way of talking. I can understand why Father Avery could get on his nerves, but at the same time, I had told him before the procedures that should be followed. For some reason, the staff at Nazareth does not seem to want to do this, or Father Kerper does not want to do this.

AR150001762

WJL/jma

No. 0551 - 00609

