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OFFICE OF THE SECRETARY FOR CLERGY

FROM THE DESK OF: Reverend William J. Lynn *WJL*

TO: FILE  
DATE: March 16, 1995  
ITEM: Telephone conversation with Miss Mary Quick  
Pastoral Care Department, Nazareth Hospital  
RE: Reverend Edward V. Avery (1970)  
Chaplain, Nazareth Hospital  
Residence, Saint Jerome Rectory, Philadelphia

Mary Quick returned my call of a few days ago. I called her concerning Father Edward Avery, and the fact that Father Michael Kerper had said he called me on her behalf. Mary informed me that Father Kerper never called on her behalf. If she had a problem with Father Avery, she would have called me. She said things were difficult when Father Avery first came to the hospital, but now he has been very good with his work there. Mary stated that when something does happen, or things go wrong, she confronts him immediately, and he responds to her confrontation in a very healthy way.

Mary feels that Father Avery is doing a fine job and he is adjusting. She said he still has to learn when to say no to people for various things, but she feels he is learning that also. She said she finds Father Kerper obsessed with Father Avery, and obsessed with changing the way in which he handles things. She cited as examples Father Kerper even going over her head and Sister Theresa, the administrator's head, by going to the Human Resources Office at the hospital about different things about which they would be concerned.

She also said that Father Kerper is volunteering for all the Masses at Saint Jerome Parish and, therefore, there is nothing left for Father Avery to do there. Yet, the pastor is complaining that Father Avery is not doing anything. She feels that Father Kerper is really putting Father Avery in a bad light, and she was happy to have the opportunity to talk with me about this.

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Ms. Mary Quick

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Mary said that Father Kerper does such things as calling Father Avery on Father Avery's day off. She said Father Kerper likes to be in control of things, and therefore that is why he has to make up a schedule so far in advance. She also pointed out that it is not a hospital policy that states three days on and three days off, that is a policy that Father Kerper has established. She said the two chaplains can work it out whichever way is best for both of them.

We discussed the possibility of all of us coming together, and yet we felt that it would be jumping a step. We felt it would be better first for Mary to try to meet with Father Kerper and Father Avery and straighten things out on that level first, and if that does not work, then I would meet with them all.

WJL/jcf

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