

Exchanging Ideas. Exploring Issues.

A Community Service
of St. Mary's Church,
at St. Mary's Place

Tuesday,
May 18, 2004
5:30 – 7:00 PM

There is no charge for this program.

Co-sponsored by:
Rochester Labor-
Religion Coalition
www.rlrc.org

The Dugan Center
15 St. Mary's Place
Rochester, NY 14607-1798
(585) 232-7168
www.dcfrochester.org

Parking: There is free parking in
front of St. Mary's Church.



Since 1985, the Downtown Community Forum (DCF) has offered an open exchange of ideas along with opportunities to explore important issues in gathering that are ecumenical, nonpartisan, democratic and value-centered. DCF encourages a better-informed citizenry by showcasing the diversity of the Rochester community. Support for these programs comes from the people of St. Mary's Church as well as individuals, corporations and the Rochester Area Community Foundation.



The church as Employer

Speakers:

Patrick A. Domaratz, Labor Relations Specialist, New York State United Teachers

Carolyn A. Portanova, President and CEO, Catholic Family Center

Reverend Alan G. Newton, Executive Minister, American Baptist Churches of the Rochester/Genesee Region

Religious communities in Rochester share a general common goal of out-reaching to those in need. Most also share common challenges as employers as they try to balance retaining the employees needed to effectively achieve their mission with financial limitations.

High employee turnover drives up costs and compromises the continuity of services to those in need. Churches are especially vulnerable because they often lack the funds required to offer the competitive wages and benefits workers desire. Adding to the problem can be the lack of implementing employee satisfaction processes such as grievance and job evaluation procedures that provide clear communication between employers and employees.

Some believe in unionizing as a solution, but only if it's the right fit for the organization. Others believe employee problems can be solved internally by building solid relationships to preserve the rights of workers.

Join us for a diverse discussion with varying points of view of the church as an employer.

As a former employer for a religious based non-profit outreach organization, **Patrick A. Domaratz** understands the constraints of operating a religious organization. In his current role as a union organizer, he seeks justice for Rochester workers. He will explore the history of Rochester's religious communities working with labor unions to achieve just working conditions and wages for their employees.

Carolyn Portanova will present her point of view as the CEO of Catholic Family Center, a large diverse human services agency operating under the auspices of Catholic Charities of the Diocese of Rochester. She will raise issues and give reasoning for implementing the "Living Wage" within the restraints of economic realities. She will also address labor concerns, unions and striving for the rights of workers.

Reverend Alan Newton will focus on the obstacles employees of the church face, such as poor or no procedures for employee evaluation and grievances, inability to offer competitive wages and unreasonable time demands.