

Dear Parishioners,

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With this letter I am announcing the name of our new Finance and Human Resources Manager. She is Deb Brickner. Deb starts at the parish tomorrow (Monday, October 19th). Deb grew up in the Fostoria area and went to Lakota High School. Most of her family is still in the Fostoria/Tiffin area. Deb has a bachelor's degree in Accounting from Tiffin University. After college, she went on to work at Tiffin University in Accounting & Financial Aid. Following that, she went on to work as a cost accountant for Style Crest in Fremont, a large manufacturing-distribution company for the manufactured housing industry. Most recently, she has worked as an accountant for Irving Equipment in Tiffin.

Here's the process we went through to find Deb. Advertising the position in our bulletin, along with the bulletin of a couple area parishes, and then using a couple of popular job-posting websites, we collected ten resumes total. A team helped me examine those resumes, which quickly boiled down to four viable resumes. I contacted those persons via email, and the number was reduced to three. With those three final resumes I conducted phone screenings – an initial phone interview. Those candidates also took an online Predictive Index offered by the Diocese to match them to the profile for our specific position. Meghan Reed (Personnel) and Dave Reed (Finance) of the Diocesan Pastoral Center worked with me all throughout the process. Finally, after the team reviewed all the materials, we called two candidates in for interviews with the team. On my interview team were representatives from the finance council, the pastoral leadership team, and a former parish Business Manager.

This new position is something I created which is halfway between the traditional Business Manager who pretty much handles the entire practical side of parish life for the pastor (including managing, hiring and firing employees) and the traditional Bookkeeper who handles only the bookkeeping of the parish. With the closing of two schools and the loss of many employees, a downsizing of the administration of the parish makes sense. Deb will manage all the financial recording and transactions for the parish, as well as budgeting for individual projects, and parish life overall, and handling all necessary reporting for the Diocese. For the Human Resources side of things, Deb will keep the employee files up to date, handling fringe benefits paperwork, timesheets, etc. She will also be the person responsible for making sure the parish is in compliance with all diocesan child protection policies and certification for all employees and youth volunteers. Deb will attend the diocesan-wide meeting of all parish business directors each fall and spring.

Please keep Deb in prayer and welcome her as you see her in this time of transition. Have a blessed week!

In cordibus Iesu et Mariae,
Father Poggemeyer