

Secretariat of  
Child and  
Youth Protection

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National  
Review Board

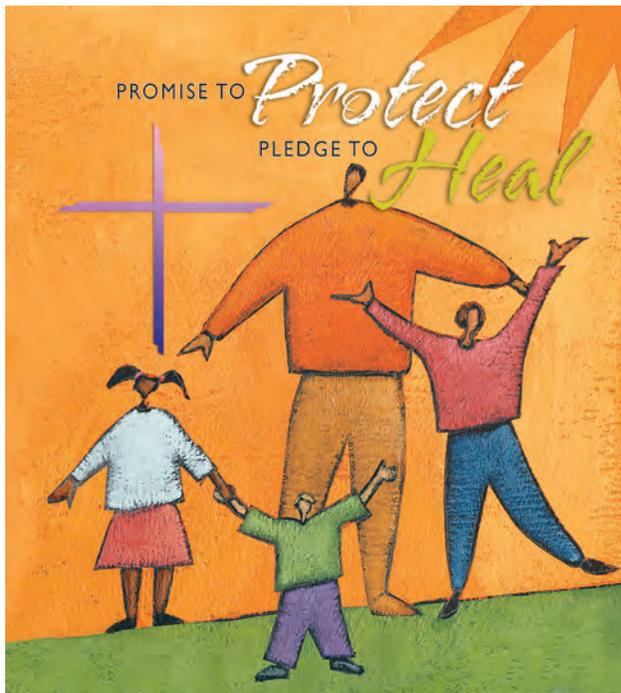
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United States  
Conference of  
Catholic Bishops

## 2009 Annual Report

*Findings and Recommendations*

**MARCH 2010**

Report on the  
Implementation of the  
**Charter for the Protection  
of Children and Young People**



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# Report on the Implementation of the Charter for the Protection of Children and Young People

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CATHOLIC BISHOPS

United States Conference of Catholic Bishops

*Washington, D.C.*

The 2009 *Annual Report on the Implementation of the “Charter for the Protection of Children and Young People”* was prepared by the Secretariat of Child and Youth Protection for the National Review Board and the United States Conference of Catholic Bishops (USCCB). It was reviewed by the USCCB President, Cardinal Francis George, and has been authorized for publication by the undersigned.

Msgr. David J. Malloy, STD  
General Secretary, USCCB

The findings and recommendations in this 2009 *Annual Report on the Implementation of the “Charter for the Protection of Children and Young People”* are based on the information provided by the dioceses and eparchies.

First Printing, March 2010

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## Office of the President

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Cardinal Francis George, OMI

Archbishop of Chicago

# Preface

Cardinal Francis George, OMI

President, United States Conference of Catholic Bishops

The Catholic Church in the United States has completed its seventh consecutive year of external audits of its dioceses and eparchies to ascertain their compliance with the *Charter for the Protection of Children and Young People*. This Annual Report details the audit process and provides a picture of the compliance status of our individual dioceses and eparchies. The efforts show the *Charter* and its articles are integrated into our life as the Catholic Church in the United States; the articles are not just something we do for the purpose of the audits. That is a sign of the progress we have made, and it is good news.

Since the first audits of 2003, the audit process has evolved to verify the existence of safe environment training and background evaluations of clerics, employees, and volunteers in the Church. The number of children now equipped with the skills to protect themselves more effectively is larger than ever and continues to grow. Through the *Charter* the bishops have made clear that it has been and always will be our responsibility to ensure the protection of our children and young people.

It is the hope of the bishops that others who deal with children and young people might emulate the safety measures implemented by the Catholic Church: for instance, by establishing codes of conduct, policies and procedures for the prompt reporting and handling of allegations, safe environment training, and background evaluations. Building safety barriers around children is an effective wall of protection from harm. We, as members of the Church, should rejoice in what we have achieved even as we are mindful that is not an accomplishment that leads to a lessening of our efforts. Those efforts will continue.

Reports of abuse that occurred in the past are a cause of great sadness and a stimulus to continued vigilance in the future. They remind us that our first and most important task is to reach out to those who have suffered abuse at the hands of the clergy. The bishops put this task as the first article in the *Charter*. Assisting in the reconciliation and healing of the victims/survivors is something we must always do, not because of the *Charter* and the audit process, but because Jesus Christ teaches us that this is the task of all faithful disciples.

The faithful can be assured that the bishops of the Catholic Church in the United States remain committed to the *Charter for the Protection of Children and Young People* and what it promises. May God sustain our efforts.



## National Review Board for the Protection of Children and Young People

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March 2010

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

Your Eminence:

This is the seventh consecutive year in which the USCCB has produced an annual report relating to the compliance of the dioceses and eparchies in the United States with the *Charter for the Protection of Children and Young People*. Once again this report demonstrates the seriousness with which the vast majority of bishops and eparchs have taken their responsibilities under the *Charter*.

Unfortunately, one diocese and five eparchies chose not to participate in the audit process. As a result, they were found not to be in compliance with the *Charter*. This diocese and the eparchies are as follows: the Diocese of Lincoln, and the Eparchies Newton for Melkites, Our Lady of Deliverance of Newark for Syrians, Our Lady of Nareg in New York for Armenian Catholics, St. Josaphat of Parma for Ukrainians, and St. Peter the Apostle of San Diego for Chaldeans.

It is my hope and prayer that one day there will be 100% participation. Until that time, however, the lack of participation of a few should not detract from the hard work and effort put forth by the remaining roughly 98% of the dioceses and eparchies in the country.

An individual diocese's or eparchy's compliance status is determined through a rigorous external audit of its policies, procedures, and processes. It is a time-, energy-, and resource-consuming process, but one that is well worth the effort. In many ways it is analogous to the accreditation processes undergone by colleges/universities, hospitals, and other organizations. While the process presents many challenges, it also presents the opportunity to learn and to grow. I believe that many of our bishops and eparchs have found this to be the case.

I would like to highlight in particular that this year 19 dioceses chose to include parishes directly in the audit process. This is a significant development because, after all, the parish is where the Church really lives. It is the parish, not the chancery, where our children are present and learn to be people of faith. While parish audits were not envisioned per se when the *Charter* was adopted, and while it has meant additional effort for these 19 dioceses, these bishops have found them to be very helpful and have learned information they would not otherwise have gained. Additionally, this added level of open accountability reinforces the bishops' commitment to do all that they can to ensure the *Charter* is fully implemented in their dioceses. That can only bode well for the success of their efforts in reaching out to the victims/survivors and creating safe environments for our children.

I also want to give credit to the Secretariat of the Protection of Children and Young People. Under the capable and dedicated leadership of Teresa Kettelkamp, this small staff works tirelessly to assist dioceses and eparchies in their efforts to offer healing and reconciliation to those who have been harmed and to

develop and maintain environments in the Church that will protect our children and young people from harm. The Church in the United States is indeed blessed to have Ms. Kettelkamp and her staff doing this very important work.

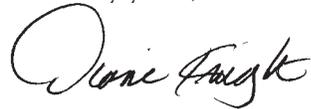
The pages of this annual report are for the most part “good news.” The Recommendations, however, point to areas where additional growth is needed, and I would call your attention to those as well.

The temptation going forward may well be to say that “now we have done what we need to do, and we can move on to other things.” I caution all of us in the Church that we simply cannot allow ourselves to be lulled into that complacency. There will always be human beings who are attracted to children, and children will therefore always be at risk. Our efforts to protect them have an impact beyond our own environs. Our efforts are crucial to living out our Church’s commitment to the life and dignity of each and every human being.

I once heard it said of society that “children are always a certain percentage of our population, but they are 100% of our future.” That is equally true in our Church. Our children are gifts of God to their individual families, but to all of us as well.

Thank you for taking the time to read this report and God bless you for your efforts to protect our children!

Sincerely yours,

A handwritten signature in black ink, appearing to read "Diane Knight". The signature is written in a cursive, flowing style with a large initial "D".

Ms. Diane M. Knight



## Secretariat of Child and Youth Protection

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March 2010

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

Ms. Diane Knight  
Chair  
National Review Board

Your Eminence and Chair Knight,

The Catholic Church in the United States has just completed the seventh annual external compliance audit of the *Charter for the Protection of Children and Young People*. Again the audit shows that the Church has done a noteworthy job in keeping its “promise to protect and pledge to heal.” Slowly but surely the *Charter* articles and their mandated actions are becoming integrated into regular church life.

In this year’s letter I want to touch on four key issues:

1. The Power of One
2. The reality that the *Charter’s* message must be a local one
3. The fact that priests and bishops include many men of integrity
4. People’s need to know that the bishops “get it,” which audit compliance helps to prove

As noted both in the Audit Findings chapter of this report and in the table below, the extent of the safe environment training is extraordinary.

<b>CATEGORY</b>	<b>NUMBER TO BE TRAINED</b>	<b>NUMBER TRAINED</b>	<b>PERCENTAGE TRAINED</b>
Priests	38,098	37,974	99.7
Deacons	14,723	14,654	99.5
Candidates for Ordination	6,249	6,120	97.9
Educators	167,101	166,258	99.5
Employees	246,532	243,237	98.7
Volunteers	1,656,400	1,634,206	98.7
Children	5,469,997	5,294,665	96.8

During the 2009 audit period, the total number of adults and children in the Catholic Church in the United States who have received safe environment training was found to be 7,397,112.

Given that what we learn we pass on to others, if each of these individuals shares his or her safe environment training knowledge with just one other person, the potential exists for millions more people to know how to keep children safe. That is the Power of One: one person sharing information with another so that millions are better informed about how to safeguard a child from harm.

Time and again we have learned that telling people the good news about the Church can be a hard sell, especially when the subject is the clergy sexual abuse crisis. Today the Church must restore shattered trust, and the progress is gradual. One step toward this goal is to let people know what the Church has done to keep children safe and to reach out to victims/survivors. We need to tell clearly what the Church has done to keep her “promise to protect and pledge to heal” as outlined in the *Charter*.

Only at home can a message really be heard. Here in Washington it’s often said that “all news is local,” because what matters most is how individual lives are touched. At the national level we work to promote all that the Catholic Church in the United States has accomplished with the implementation of the *Charter* and what has been done to help victims/survivors heal and to keep children safe. But until people hear and see those accomplishments lived out in their local dioceses/eparchies and parishes, our words will not find listeners. It is in their hometowns and in their parishes where people can sense what has been accomplished and can find posters, brochures, newspaper articles, and bulletin announcements to reinforce this message. Bishops and priests must tell this good news, “whether it is convenient or inconvenient” (2 Tm 4:2).

A final issue: we need more focus on the multitude of priests and bishops who stand as men of integrity serving the Catholic Church. Those who deal with the issue of child sexual abuse by clergy see the sinful side of humanity in the Church. At the same time, however, they also see the grace-filled good side of the church. And, as much as people need to know what the Catholic Church is doing to rectify the wrongs of the past, they also need to know of the faith-filled priests and bishops there to serve them today. They are unsung heroes among us and deserve support, not continual cynicism and criticism.

Highlighting respect for the life and dignity of children continues to be the overarching goal of church efforts to heal victims/survivors and to protect children. Anything that disrespects one’s life and dignity is wrong, and it needs to be corrected.

The public seeks assurance that the bishops understand the terrible ramifications of child sexual abuse and, as they say, “get it.” Confirmed compliance with the *Charter* through an external audit process helps prove that.

May those efforts continue ever strong and show the Church’s obvious concern for those whom Jesus said should be allowed to come to him. The examination of efforts through the *Charter* testifies to concern about these children. Our hope is that in 2010 we can report that not virtually every diocese, but in fact every diocese, in our nation participated in the audit process.

Sincerely,

A handwritten signature in black ink that reads "Teresa M. Kettelkamp". The signature is written in a cursive, flowing style.

Teresa M. Kettelkamp  
Executive Director



March 1, 2010

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

Ms. Diane Knight, Chair  
National Review Board

Your Eminence and Ms. Knight,

The 2009 audit of each participating diocese and eparchy in the United States to determine their compliance with the *Charter for the Protection of Children and Young People* was again conducted by The Gavin Group, Inc. For various reasons, six of the dioceses and eparchies chose not to participate in the audit process. They were the Diocese of Lincoln in Lincoln, NE; Eparchy of Our Lady of Nareg in New York for Armenian Catholics; the Eparchy of St. Peter the Apostle-Chaldeans in El Cajon, CA; the Eparchy of Newton for Melkites in Roslindale, MA; the Eparchy of St. Josaphat for Ukrainians in Parma, OH; and the Eparchy of Our Lady of Deliverance-Syriacs in Bayonne, NJ.

The protocol for the 2009 audit process for the dioceses and eparchies was decided by the United States Conference of Catholic Bishops, which mandated full on-site audits of one-third of all dioceses/eparchies for the years 2008, 2009, and 2010. The dioceses/eparchies not receiving a full audit would be required to participate in a data collection audit wherein they would provide specific information to an auditor concerning victims/survivors, accused, safe environment training provided and background evaluations conducted. Nineteen of the 73 full audits conducted also incorporated parishes in their diocesan audit, which included a visitation to the parish by the auditor.

To keep the focus of the audits on the protection of the children, the audit forms utilized were modified for the 2009 audit to increase the ease of execution and to ensure that all that should be done for the safety of the children was being accomplished. For 2009, the audits of the dioceses/eparchies again encompassed the time period of July 1, 2008, to June 30, 2009. These parameters enhanced the uniformity of the collection, presentation and evaluation of all information provided by the dioceses and eparchies.

Three workshops were conducted during March and April in both Washington, DC, and Los Angeles, CA. Each diocese/eparchy was encouraged to send representatives involved in the implementation of the mandates of the *Charter* to a workshop in order to assist them in their understanding of the manner in which the various documents were to be completed, to ask any questions concerning aspects of the audit and to hear firsthand the expectations of the audit process. A similar training session was conducted for the audi-

tors to ensure that they also understood that the main purpose for the audits was to measure conformity to the *Charter* by the dioceses/eparchies, thus protecting the children, and to respond to those who had been abused.

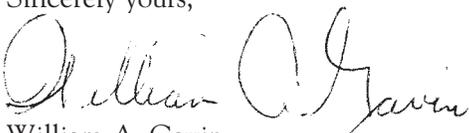
Six dioceses were found to be non-compliant at the end of the audit period, June 30, 2009, and of those, four attained compliance by December 31, 2009. Management letters which offered guidance for performance improvement or highlighted potential problem areas were provided to 22 of the 189 dioceses/eparchies that were recipients of full or data collection audits. Because of the limited information collected from the data collection audits, no assessment regarding compliance was made on the information received for the 2009 audits. It was agreed that if the diocese/eparchy was compliant in their last full on-site audit, that designation would continue to 2009. Dioceses and eparchies that were recipients of full audits received compliance assessments based upon the 2009 audit results.

The information gathered from the 2009 audits demonstrated an expanded commitment on the part of the bishops and eparchs to improve upon an already exceptional dedication toward ensuring the safety of children and young people as well as with the outreach to victims/survivors. The establishment of expanded policies, procedures and protocols has increased the timeliness of addressing complaints of abuse and the timely removal from ministry of those found to have abused. During the past two years, 33 dioceses/eparchies have requested an on-site audit of parishes in order to verify compliance with the *Charter* or to detect shortcomings so that remediation could be implemented. Many dioceses/eparchies have initiated an internal process to audit their own parishes, where historically most child abuse has been detected.

The leaders of the Catholic Church in the United States made a most admirable and necessary decision in 2002 to draft the *Charter for the Protection of Children and Young People*. The implementation of the Articles of the *Charter* and the courage to have an independent audit of the performance of each diocese and eparchy is a tribute to the openness and transparency of the process developed by the USCCB, and no doubt has been responsible for the identification of abusers and the courage of victims/survivors to come forward.

I wish to express the gratitude of The Gavin Group, Inc., to the United States Conference of Catholic Bishops, the Secretariat of Child and Youth Protection and the National Review Board for the opportunity to assist in this most important initiative of the Church. Your actions and efforts have demonstrated a sincere dedication of all involved to assist those who have been victimized, to identify and address those who have made them victims, and to restore the trust and confidence in the U.S. Catholic Church.

Sincerely yours,

A handwritten signature in cursive script that reads "William A. Gavin". The signature is written in dark ink and is positioned above the printed name.

William A. Gavin

President

The Gavin Group, Inc.



# Center for Applied Research in the Apostolate

GEORGETOWN UNIVERSITY • <http://cara.georgetown.edu>

2300 WISCONSIN AVENUE, NW • SUITE 400 • WASHINGTON, DC 20007

March 1, 2010

His Eminence Francis Cardinal George, OMI, President  
United States Conference of Catholic Bishops

Ms. Diane M. Knight, Chair  
National Review Board for the Protection of Children and Young People

Dear Cardinal George and Ms. Knight,

In November 2004, the United States Conference of Catholic Bishops commissioned the Center for Applied Research in the Apostolate (CARA) at Georgetown University to design and conduct an annual survey of all dioceses and eparchies whose bishops and eparchs are members of the USCCB. The purpose of this survey is to collect information on new allegations of sexual abuse of minors and the clergy against whom these allegations were made. The survey also gathers information on the amount of money dioceses and eparchies have expended as a result of allegations as well as the amount they have paid for child protection efforts. The national level aggregate results from this survey for each calendar year are reported in the *Annual Report of the Implementation of the "Charter for the Protection of Children and Young People."*

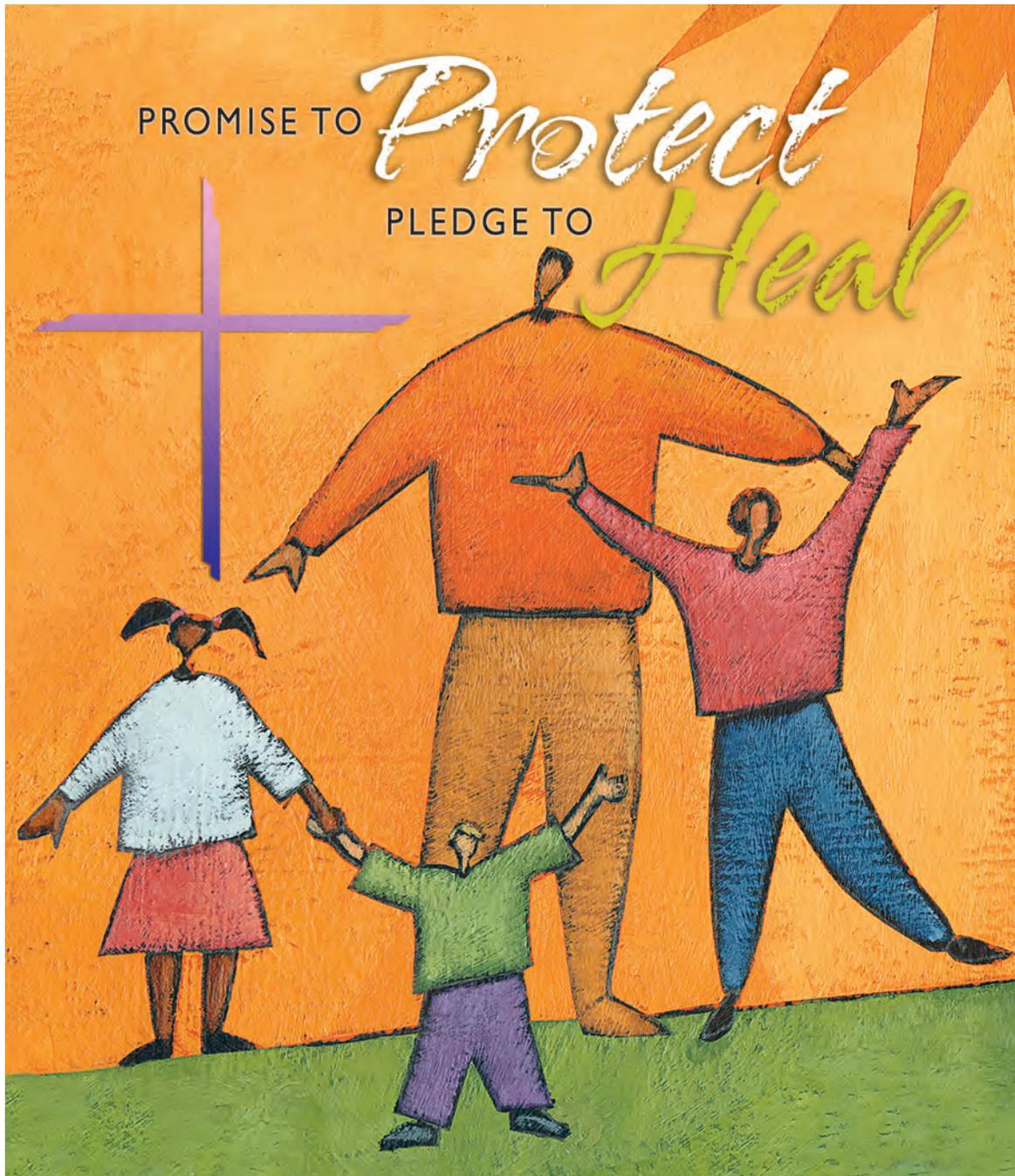
The questionnaire for the 2009 *Annual Survey of Allegations and Costs* was designed by CARA in consultation with the Secretariat of Child and Youth Protection and was only slightly different from the versions used for the 2004 through 2008 *Annual Surveys*. As in previous years, CARA prepared an online version of the survey and provided bishops and eparchs with information about the process for completing it for their diocese or eparchy. In collaboration with the Conference of Major Superiors of Men, major superiors of clerical and mixed religious institutes were also invited to complete a similar survey for their congregations, provinces, or monasteries.

Data collection for 2009 took place between December 2009 and February 2010. CARA received responses from 193 of the 195 dioceses and eparchies of the USCCB and 159 of the 219 clerical and mixed religious institutes of CSM, for response rates of 99 percent and 73 percent, respectively. CARA then prepared the national level summary tables and graphs of the findings for 2009, with comparisons to 2004 through 2008, which are presented in this *Annual Report*.

We are grateful for the cooperation of the bishops, eparchs, and major superiors and their representatives in completing the survey for 2009.

Sincerely,

Sr. Mary E. Bendyna, RSM  
Executive Director



# Section I



## CHAPTER ONE

# Introduction

This is the seventh Annual Report of the results of audits conducted by The Gavin Group, Inc., compiled by the USCCB Secretariat of Child and Youth Protection, to ascertain diocesan/eparchial compliance with the bishops' *Charter for the Protection of Children and Young People*. As mentioned in last year's report, the 2008 audits began a three-year auditing cycle: each year, one-third of the dioceses/eparchies receive a full on-site audit, and the remaining two-thirds of the dioceses/eparchies participate in a collection, compilation, and review of data. The goal is to have every diocese/eparchy receive at least one full on-site audit every three years. The year 2009 was the second year in this auditing cycle, with 73 dioceses/eparchies participating in full on-site audits and 116 dioceses/eparchies participating in data collection audits.

Additionally, the bishops of 19 dioceses consented to have the auditors conduct detailed interviews in parishes to determine the extent of *Charter* understanding and compliance at the parish level, an increase of two over 2008 numbers. The parishes were selected by agreement between the dioceses and auditors, with consideration being given to parishes from various types of locations (such as urban, suburban, and rural) as well as those with schools and those without. Interviews included the pastor, school principal if applicable, and staff member(s) designated to coordinate the safe environment program training. Most interviews were conducted in person, although some were conducted by telephone. Those diocese/eparchies consenting to having parish interviews are the following:

- Archdiocese of Baltimore
- Diocese of Belleville
- Archdiocese of Chicago

- Diocese of Colorado Springs
- Diocese of Covington
- Eparchy of St. Thomas the Apostle of Detroit for the Chaldeans
- Diocese of Grand Island
- Diocese of Honolulu
- Archdiocese of Kansas City in Kansas
- Archdiocese of Los Angeles
- Diocese of Manchester
- Archdiocese of Milwaukee
- Diocese of Pittsburgh
- Diocese of Portland, Maine
- Diocese of San Bernardino
- Diocese of San Francisco
- Diocese of Savannah
- Diocese of Superior
- Diocese of Worcester

For various reasons, six of the dioceses/eparchies refused to be audited:

- Diocese of Lincoln
- Eparchy of Saint Peter the Apostle for Chaldeans
- Eparchy of Newton for Melkites
- Eparchy of Our Lady of Nareg in New York for Armenian Catholics
- Eparchy of St. Josaphat of Parma for Ukrainians
- Eparchy of Our Lady of Deliverance of Newark for Syrians

Because the *Charter* in Article 9 requires the audits, this one diocese and five eparchies are not in compliance with the *Charter*.

Six dioceses that did receive audits were found to be non-compliant with the article sections noted below. All but two dioceses were able to remedy the non-compliance prior to the end of 2009.

**Non-Compliant Dioceses/Eparchies (with Remediation Noted, If Achieved)**

Diocese of Baker	Article 12	<ul style="list-style-type: none"> <li>• Training of children</li> </ul>
Diocese of Fresno	Article 12	<ul style="list-style-type: none"> <li>• Training of children and inadequate record-keeping</li> </ul>
Archdiocese of Indianapolis	Article 4	<ul style="list-style-type: none"> <li>• Failure to report abuse of a minor to civil authorities</li> </ul> <p style="text-align: center;">Remedied during the audit.</p>
Diocese of Orlando	Article 12	<ul style="list-style-type: none"> <li>• Training of priests, deacons, candidates, educators, employees, and volunteers and inadequate record-keeping</li> <li>• Letters from pastors to their bishop confirming implementation of the <i>Charter</i> in their parishes</li> </ul> <p style="text-align: center;">Remedied December 17, 2009, after re-audit.</p>
Diocese of Paterson	Article 13	<ul style="list-style-type: none"> <li>• Lack of background evaluations for employees and volunteers</li> </ul> <p style="text-align: center;">Remedied December 13, 2009, after re-audit.</p>
Archdiocese of San Francisco	Article 5	<ul style="list-style-type: none"> <li>• Public ministry and the credibly accused clergy</li> </ul> <p style="text-align: center;">Remedied November 30, 2009.</p>

Additionally, 23 Management Letters were issued: 9 for dioceses/eparchies that participated in full on-site audits, and 14 for dioceses/eparchies that participated in the data collection audits. Management Letters were letters sent to a diocese/eparchy by The Gavin Group, Inc., to bring to the bishop’s or eparch’s attention issues identified by the auditor that, though they did not rise to the level of non-compliance, might result in a more serious concern down the road if left unaddressed. Accordingly, these concerns were brought to the attention of the bishop/eparch

to handle as he deemed appropriate. The purpose of these letters was to help the dioceses/eparchies improve the implementation of the *Charter* in the respective diocese/eparchy prior to the issue becoming a compliance deficiency. The majority of these letters concerned suggestions that the diocesan or eparchial record-keeping systems be reviewed and assessed for possible improvement to ensure that accurate accounting exists for those who have received safe environment training or for whom background evaluations have been conducted. Other letters covered a myriad of issues, from the timeliness of the response to calls from victims, to making the contact information for the victim assistance coordinator more visible, to the frequency of safe environment training in the diocese or eparchy.

During the 2009 audit period, 738 abuse allegations came to the attention of the dioceses/eparchies: 717 from adult victims/survivors who came forward regarding abuse of years past, and 21 allegations involving the abuse of current minors. The disposition of these allegations at the time of the audit is reported under Article 4 in Chapter 3, “Audit Findings.” **It is important to note that though the 717 allegations from adults came to the attention of the dioceses/eparchies in 2009, the allegations were *historical* in nature.**

The *Charter* compliance audits are tremendous accountability tools for the bishops. While many dioceses/eparchies were conducting safe environment training and background evaluations prior to the *Charter*, annual, external, and public audits provide the dioceses/eparchies with an opportunity to prove that they are helping victims/survivors heal, are doing what is necessary to prevent child sexual abuse in parishes, and are keeping their “promise to protect and pledge to heal.”

The Management Letters have been appreciated by the bishops and the dioceses as they continue their efforts to strength the implementation and integration of the *Charter* within their respective dioceses/eparchies. The audit process is a challenging process on a number of different levels, but the overall benefit, when measured against the healing of victims/survivors and the safety of children, is invaluable.

# 2009 Methodology and Limitations

## METHODOLOGY

### Types of Audit

In 2006, the USCCB's Administrative Committee approved that the 2008 audits would begin a one-third/two-thirds auditing cycle: each year, one-third of the dioceses/eparchies will receive a full on-site audit, and the remaining two-thirds of the dioceses/eparchies will participate in a collection, compilation, and review of data.

The year 2009 was the second year in advancing the goal to have every diocese/eparchy receive at least one full on-site audit every three years. The Diocese of Lincoln, the Eparchy of St. Peter the Apostle for Chaldeans, the Eparchy of Newton for Melkites, the Eparchy of Our Lady of Nareg in New York for Armenian Catholics, the Eparchy of St. Josaphat of Parma for Ukrainians, and the Eparchy of Our Lady of Deliverance of Newark for Syriacs refused to participate in the 2009 audits.

As in past years, approximately two weeks before the scheduled on-site audit visits, the full set of audit documents were to be submitted by the diocese/eparchy electronically to the auditor(s), who reviewed them for completeness and consistency with prior audit materials.

The audit documents for 2009 **on-site audits** were as follows:

- Audit Instrument
- Audit Instructions
- Chart A/B (Victim/Accused)
- Chart C/D (Safe Environment Training/Background Evaluations)
- Chart E
- Additional Actions for the Protection of Children Form
- Victim/Accused Questions
- Audit Contacts

Any omissions or inconsistencies identified during the auditor's review of the documents were brought to the

attention of the diocese/eparchy. They were resolved by telephone or e-mail prior to the on-site visit, or else they were scheduled for discussion during the on-site visit. During the on-site audit, the auditors verified the responses through phone calls or personal interviews with the responsible diocesan/eparchial employee(s) as designated on the audit document, reviewed supporting documentation furnished by the diocese/eparchy, and conducted in person and/or phone interviews with parish priests/personnel to determine the availability and understanding of relevant processes/materials at the parish level.

The audit documents for 2009 **data collection audits** were as follows:

- Audit Instructions
- Chart A/B (Victim/Accused)
- Chart C/D (Safe Environment Training/Background Evaluations)
- Additional Actions for the Protection of Children Form

Those dioceses/eparchies participating in data collection audits were instructed to submit completed Chart A/B, Chart C/D, and the Additional Actions form electronically to the auditor(s) for review. Any omissions or inconsistencies identified during that review were brought to the attention of the diocese/eparchy and were resolved either by phone or by e-mail. With little opportunity to review supporting documentation unless it was available on the various Web sites or was provided to the auditor via e-mail, facsimile, or regular mail, responses were taken at face value unless clarification was necessary. If clarification was deemed necessary, the auditors then requested the supporting documentation or attempted to resolve discrepancies by telephone.

For both types of audits, the auditors completed their review and inserted their analyses on the documents, which were then electronically submitted to The Gavin Group, Inc., where a second level of review was

conducted by the special audit coordinator. The special audit coordinator provided quality control to ensure completeness and uniformity of information requested and consistency in the audit process. Once the special audit coordinator completed her review, inserted her comments and analysis (which included an initial determination of compliance), and entered data into the administrative spreadsheets, the documents were electronically forwarded to Mr. William A. Gavin, president of The Gavin Group, Inc., for his review.

Mr. Gavin reviewed all of the information submitted, added his comments onto the documents, independently entered data onto administrative spreadsheets, confirmed or reversed the initial call of compliance, and forwarded all the respective documents to the USCCB Secretariat of Child and Youth Protection for review.

Mr. Gavin and the Special Audit Coordinator periodically compared data collected on the spreadsheets and resolved any differences. At the end of the audit period the spreadsheets were forwarded to the SCYP. This lengthy and detailed process provided the SCYP with an opportunity to review the entire audit procedure, including information initially provided by the diocese/eparchy, as well as the clarifications and analyses at every level of review.

### **Parish Participation**

The (arch)bishops and (arch)eparchs of 19 archdioceses, dioceses, and eparchies agreed to allow The Gavin Group, Inc., auditors to conduct detailed interviews in parishes to determine the extent of *Charter* understanding and compliance at the parish level. The parishes were selected by agreement between the (arch)diocesan and (arch)eparchial officials and auditors, with consideration being given to selecting parishes from various types of locations (such as urban, suburban, and rural), as well as those with schools and those without. Interviews included the pastor, school principal if applicable, and staff member(s) designated to coordinate the safe environment program training. Most interviews were conducted in person, although some were conducted by telephone based on time and distance considerations.

Those having parish interviews included the following:

Archdiocese of Baltimore  
Diocese of Belleville  
Archdiocese of Chicago  
Diocese of Colorado Springs  
Diocese of Covington  
Eparchy of St. Thomas the Apostle of Detroit for  
the Chaldeans  
Diocese of Grand Island  
Diocese of Honolulu  
Archdiocese of Kansas City in Kansas  
Archdiocese of Los Angeles  
Diocese of Manchester  
Archdiocese of Milwaukee  
Diocese of Pittsburgh  
Diocese of Portland, Maine  
Diocese of San Bernardino  
Diocese of San Francisco  
Diocese of Savannah  
Diocese of Superior  
Diocese of Worcester

### **Workshops**

In preparation for the 2009 audits, three workshops were held in March and April 2009. All 195 dioceses and eparchies were invited to send representatives to these workshops. These were free to all the participants with the exception of any travel cost. Representatives from 25 dioceses/eparchies attended these workshops, a 13% response rate.

In addition, the *Audit Training Manual* developed in 2006 by the SCYP in conjunction with The Gavin Group, Inc., was updated, distributed to all workshop attendees, and discussed in great detail. The manual included copies of the 2009 audit documents and set out the minimum requirements for each Article. Also included in the 2009 *Manual* were sample forms to be used as guides for completing the audit documents. Copies of the *Manual* were mailed to those who were unable to attend any of the workshops and who requested a copy.

### Format

The 2009 audit documents followed the format of 2008 audit documents with the following minor cosmetic changes: the headings and footnotes on all audit documents were modified to reflect that this is the 2009 audit; the language of question 12-1 on the Audit Instrument was modified from “offer safe environment training” to “ensure safe environment training has been provided . . .” in order to follow the language in the *Charter*.

### Training

As in prior years, The Gavin Group, Inc., utilized men and women experienced in management, investigations, and compliance to conduct the audits. Auditor training was conducted in Boston, Massachusetts, for one full day in May. Auditors who were assigned to the 2009 audits had participated in previous full on-site and data collection audits, and all were in attendance for the full training session. The *Audit Training Manual*, the audit process, and audit documents were discussed in detail, including parameters of what was to be considered compliant and non-compliant for each question. Suggestions for identifying and informally resolving issues were discussed, as were instructions for handling matters which could not be informally resolved.

The executive director and associate director of the SCYP also participated and provided an overall national perspective of the audit process, as well as discussing the concerns of the USCCB Committee on the Protection of Children and Young People regarding consistency in the application of the compliance criteria.

## LIMITATIONS AND PROBLEMS ENCOUNTERED

### Completeness and Accuracy

As in past years, in order for the auditors to reach a conclusion of compliance or non-compliance, both types of audits relied on the completeness and accuracy of the information provided to the auditors by the diocesan/eparchial personnel. For those audits performed on-site, the auditors did not examine personnel files or other confidential materials. Additionally,

though the auditors reviewed many documents while on-site, a notation on the respective response letter to the diocese/eparchy from The Gavin Group, Inc., stated that the conclusions reached as to the compliance of the diocese/eparchy with the *Charter for the Protection of Children and Young People* were based on the completeness and accuracy of the information furnished by the diocese/eparchy to The Gavin Group, Inc.

With regard to ascertaining compliance or non-compliance for those dioceses/eparchies participating in the data collection audits, it had been decided that this determination would not be made solely based on the collection of limited data. In these cases the response letters from The Gavin Group, Inc., stated that based on the fact that the diocese/eparchy was found to be compliant with the *Charter for the Protection of Children and Young People* as the result of 2007 or 2008 full audit, this finding of compliance would be continued for 2009. The next time the diocese/eparchy receives a full on-site audit, the issue of compliance with the *Charter* will be addressed in detail.

### Dates of Audit Periods

The audit period for the 2009 audit was July 1, 2008, through June 30, 2009.

### Definitions Used for Articles 12 and 13

The definitions utilized in 2009 for Articles 12 and 13 were slightly modified as follows:

- The definition of “Candidate for Ordination” was clarified to reflect the term “permanent diaconate” (Audit Instrument question 13-1 and Chart C/D).
- The parenthetical definition under Parish/School Employees (Chart C/D) was corrected to reflect “educators” as opposed to “teachers.”
- Question 3 of Chart C/D relating to the March 31, 2006, memo from Bishop Gregory M. Aymond, then-chair of the bishops’ Committee on the Protection of Children and Young People, was modified to obtain information through the end of the calendar year 2009.
- The instruction regarding International Priests was modified (Chart C/D).

**Parish Audits**

Although the *Charter* is silent on how records are to be kept, parish audits found inconsistencies, often within a given diocese, on where and how records should be maintained. This resulted in confusion between the parish and chancery personnel and had an impact on the accuracy of the numbers provided to the auditors. The staff at the SCYP worked closely with a number of dioceses, helping them to improve their record-keeping systems. This assistance sometimes included a visit by an SCYP staff member to a diocese to help work through the record-keeping challenges with their personnel.

**Standard for Compliance on Article 12 (Safe Environment Training)**

As in the 2008 audits, dioceses/eparchies were asked if the safe environment program(s) being utilized had been approved by the bishop/eparch. This was critical in those instances where no diocesan/eparchial safe environment training was offered for children and youth attending religious education classes and instead the diocese/eparchy relied solely on training provided by the public school systems. Some dioceses advised that they did not provide safe environment training to the students in the religious education classes because their particular state had mandated safe environment training in all the public schools—only for the auditors to find that the public schools did not provide any training because the safe environment training in that state was an unfunded mandate.

**Statistics**

The dates of the uniform audit period were designed to give an optimum opportunity to ensure that all persons covered under Articles 12 and 13 (i.e., those whose duties include ongoing, unsupervised contact with minors) have been trained and have had background evaluations completed. While the dioceses/eparchies were instructed to identify a “snapshot in time” (i.e., on or around the end of the audit period of June 30, 2009) and to use those statistics for Chart C/D, there continued to be significant confusion.

Because of the way in which dioceses/eparchies track their numbers, particularly those of children and youth, these numbers remain, at best, estimates. During the 2009 audit, there were numerous instances of the numbers of individuals in certain categories (particularly children and volunteers) spiraling downward, based on the fact that numbers provided in previous years were estimates and that more refined record systems were employed for the 2009 audit.

**Timeliness**

The dioceses/eparchies that participated in the two-thirds data collection audits were instructed to submit the completed audit documents to the auditor by August 31, 2009. That deadline was not met by a significant number of dioceses/eparchies. To complicate matters, requests for clarification by the auditors were often not responded to in a timely manner. The late submission of audit documents by some of the dioceses/eparchies participating in the data collection audits also had a tendency to include numbers that fell outside the parameters of the audit, thus taking more time than allotted for the data collection process.

**Workshops**

Those dioceses/eparchies that did not send representatives to the audit training workshops had more difficulty completing the audit documents than those who had diocesan/eparchial personnel attend. Many of those in attendance at the workshops were not the individuals specifically responsible for collecting the information and completing the audit documents. This added to the audit difficulty for some dioceses/eparchies. This year, more than in past years, continuous turnover in diocesan/eparchial personnel assigned either to implement portions of the *Charter* or to complete the audit documents for submission to The Gavin Group, Inc., resulted in incomplete and/or incorrectly completed forms. Resolving these difficulties required additional time and effort on the part of many additional personnel within the diocese/eparchy as well as The Gavin Group, Inc., and the SCYP.

## CHAPTER THREE

# Audit Findings

### TO PROMOTE HEALING AND RECONCILIATION WITH VICTIMS/SURVIVORS OF SEXUAL ABUSE OF MINORS

ARTICLE I. Dioceses/eparchies are to reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well-being. The first obligation of the Church with regard to the victims is for healing and reconciliation. Each diocese/eparchy is to continue its outreach to every person who has been the victim of sexual abuse\* as a minor by anyone in church service, whether the abuse was recent or occurred many years in the past. This outreach may include provision of counseling, spiritual assistance, support groups, and other social services agreed upon by the victim and the diocese/eparchy.

Through pastoral outreach to victims and their families, the diocesan/eparchial bishop or his representative is to offer to meet with them, to listen with patience and compassion to their experiences and concerns, and to share the “profound sense of solidarity and concern” expressed by His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers (April 23, 2002).

\* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of

recognized experts should be appropriately obtained (*Canonical Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 1.**

Article 1 of the *Charter for the Protection of Children and Young People* reminds us that the first obligation of the Church with regard to the victims is for healing and reconciliation. That outreach is expected to include victims/survivors of both recent and past incidents of sexual abuse. In addition to outreach, the bishop/eparch or his representative is directed to offer to meet with victims and their families. Such meetings can and do provide tremendous healing.

All dioceses/eparchies that were audited advised that they provide outreach to victims/survivors and their families. The audits show that 439 victims/survivors began receiving outreach during the audit year, having reported their abuse for the first time in 2009, though it is very important to note that the majority of the reported incidents took place decades ago. Another 2,132 victims/survivors who made reports before 2009 continue to receive outreach through diocesan/eparchial programs, as they have for several years.

The outreach continues to include psychological assistance in the form of therapeutic sessions for both the individual and family members. Spiritual assistance is given in the form of retreats, healing Masses, prayer in all forms, and support groups. Many dioceses/eparchies also consider financial assistance appropriate. Financial assistance may take the form of paying living expenses to help the victim/survivor overcome current financial problems, as well as paying medical bills. These are very individual decisions, depending on individual needs.

Dioceses/eparchies must continue to find ways to assist in the healing and reconciliation of victims/survivors of clergy sexual abuse. It is vital that the contact number to report an allegation of abuse is easily found and readily answered. The opportunity for healing and reconciliation should not be hindered by technology; it must be easily available to all who seek it.

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**ARTICLE 2.** Dioceses/eparchies are to have policies and procedures in place to respond promptly to any allegation where there is reason to believe that sexual abuse of a minor has occurred. Dioceses/eparchies are to have a competent person or persons to coordinate assistance for the immediate pastoral care of persons who report having been sexually abused as minors by clergy or other church personnel. The procedures for those making a complaint are to be readily available in printed form in the principal languages in which the liturgy is celebrated in the diocese/eparchy and be the subject of public announcements at least annually.

Dioceses/eparchies are also to have a review board that functions as a confidential consultative body to the bishop/eparch. The majority of its members are to be lay persons not in the employ of the diocese/eparchy (see Norm 5 in *Essential Norms for Diocesan/eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, 2002). This board is to advise the diocesan/eparchial bishop in his assessment of allegations of sexual abuse of minors and in his determination of a cleric's suitability for ministry. It is regularly to review diocesan/eparchial policies and procedures for dealing with sexual abuse of minors. Also, the board can review these matters both retrospectively and prospectively and give advice on all aspects of responses in connection with these cases.

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 2.**

All dioceses/eparchies that were audited have policies that require prompt response to allegations of sexual abuse. The procedures to make such a complaint are available in a variety of ways but mostly via the diocesan Web site or newspaper.

### **Findings Regarding Victim Assistance Coordinators (VACs)**

The importance of making the contact information for the victim assistance coordinator easily available cannot be stressed enough. As mentioned in the past, it takes courage for victims/survivors to come forward and ask for assistance with their healing. We in the Church should do all that can be done to make that coming forward as easy and caring as possible. Posters in church foyers, the name and contact number for the VAC on the front of church bulletins, and a standing notice in the diocesan newspaper as well as on the diocesan Web site are all excellent ways to show victims/survivors that the Church is there to help them heal from the pain of their past abuse if they choose to come forward.

As in the past, the auditors were asked to independently obtain the contact number for the diocesan VAC and call that person to ascertain how easy it is for someone to find the VAC contact information, to confirm that the name and number were still accurate, and to learn how quickly the VAC responded to the auditor's phone call. No pretense was used; the auditors used their own name and number and advised that they were calling on behalf of the audit process. This process was also followed in past audits.

Overall the results were positive, with many of the phone calls being returned in a timely manner. Some contact information was easier to find than others. Two management letters on this issue were issued to dioceses:

1. The first one stated, "During the course of this audit, however, three attempts were made to contact the diocese through the published number designated to report child abuse. No response was received to these calls until 72 hours after the last call. While it is realized that illness and vacations occur, it is suggested that alternatives be established to have child abuse calls answered in an expeditious manner."
2. The letter to the second diocese stated, "During the course of this audit, a call was made to the number listed by the diocese to report an incident of sexual abuse. It was determined that the number listed was the general diocesan number and it

was answered by a recording that did not provide a sexual abuse reporting selection. The web site directs the caller to ask for the Vicar General; however, interviews determined that he is only at the diocese two days per week. When a call was made to the direct number for the VAC, it was returned within four hours. It is suggested that the primary number listed at all relevant locations to report an incident of sexual abuse be that of the VAC.”

As an aside, the staff of the Secretariat of Child and Youth Protection (SCYP) continually double-checks the names and contact information for both the diocesan victim assistance coordinators as well as the safe environment coordinators that are listed on the SCYP Web site. Though the dioceses/eparchies are asked to inform the SCYP when personnel changes are made, sometimes that does not happen; so the SCYP also checks the names and contact information as a way to ensure the information on the SCYP Web site is current.

In an effort to help victims/survivors locate a diocesan/eparchial VAC, the SCYP lists on its Web site the names and contact information for each diocesan/eparchial VAC. This information can be found on the following link: [www.usccb.org/ocyp/helpandhealing.shtml](http://www.usccb.org/ocyp/helpandhealing.shtml). The current VAC directory from the SCYP site is also provided in Appendix D of this Report. Those dioceses/eparchies for whom no information is provided either did not furnish the information to the SCYP when asked or did not wish it posted.

The audits also showed that many of the VACs are licensed therapists with expertise in sexual abuse. Others are mental health professionals, social workers, teachers, nurses, and child welfare workers. This supports the *Charter* mandate that dioceses/eparchies have a competent person or persons to coordinate assistance for the immediate pastoral care of persons who report having been sexually abused as minors by clergy or other church personnel.

### **Findings Regarding Diocesan Review Boards**

Article 2 also calls for the dioceses/eparchies to have a review board that functions as a confidential

consultative body to the bishop/eparch. Though the *Charter* is silent on the composition of these boards, the *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests of Deacons* do outline membership. Norm 5 states, “The review board, established by the diocesan/eparchial bishop, will be composed of at least five persons of outstanding integrity and good judgment in full communion with the Church. The majority of the review board members will be lay persons who are not in the employ of the diocese/eparchy; but at least one member should be a priest who is an experienced and respected pastor of the diocese/eparchy in question, and at least one member should have particular expertise in the treatment of the sexual abuse of minors. The members will be appointed for a term of five years, which can be renewed. It is desirable that the Promoter of Justice participate in the meetings of the review board.”

All dioceses/eparchies audited were found to have the proper board composition. In general, the diocesan review boards comprised an array of members with impressive resumes, including mental health professionals, law enforcement personnel, teachers, and social workers.

Two management letters regarding diocesan review boards were issued to dioceses.

1. The first letter stated, “While the *Charter* is silent on the frequency of review board meetings, it was noted during this audit that the diocesan review board has not met for over 18 months. The function and utilization of the review board should be revisited to consider their regular utilization as a confidential consultative body to the Bishop and to regularly review diocesan policies and procedures for dealing with sexual abuse of minors.”
2. The second letter stated, “It was determined during the audit that the review board had not met during this or the last audit period. While it is realized that there have been no instances of sexual abuse, the role of the review board as set out in the *Charter* is to ‘function as a confidential consultative body to the bishop’ and ‘is to regularly review diocesan/eparchial policy and procedures for dealing with sexual abuse of minors.’ The *Charter* is

silent as to the frequency of review board meetings, however, the bishop may wish to convene the board to re-discuss their role within the diocese.”

Though neither of these issues rose to the level of rendering a diocese non-complaint, they were brought to the attention of the respective bishops with the hope that they will carefully review the use of their review boards and call on their expertise as they relate to the *Charter* implementation in the dioceses.

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**ARTICLE 3.** Dioceses/eparchies are not to enter into settlements which bind the parties to confidentiality unless the victim/survivor requests confidentiality and this request is noted in the text of the agreement.

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 3.**

No diocese/eparchy that was audited had entered into settlements that bound the parties to confidentiality unless the victim/survivor requested it. In those few instances in which confidentiality was requested, it was requested by the victim/survivor, not by the church officials, and such a request was noted in the text of the agreement. This transparency with regard to settlements is crucial to bishops’ promise for openness and accountability.

### **TO GUARANTEE AN EFFECTIVE RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS**

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**ARTICLE 4.** Dioceses/eparchies are to report an allegation of sexual abuse of a person who is a minor to the public authorities. Dioceses/eparchies are to comply with all applicable civil laws with respect to the reporting of allegations of sexual abuse of minors to civil authorities and cooperate in their investigation in accord with the law of the jurisdiction in question.

Dioceses/eparchies are to cooperate with public authorities about reporting cases even when the person is no longer a minor.

In every instance, dioceses/eparchies are to advise victims of their right to make a report to public authorities and support this right.

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**The Archdiocese of Indianapolis was found to be non-compliant with Article 4. This non-compliance was remedied during the audit process.**

Article 4 requires dioceses/eparchies to report all allegations of sexual abuse of a minor to the civil authorities. Furthermore, dioceses/eparchies are to comply with all applicable civil laws with respect to the reporting of allegations of sexual abuse of minors and to cooperate in the investigation of civil authorities. In those cases when the person is no longer a minor, dioceses/eparchies are to cooperate with public authorities. They are to advise the victims of their right to make a report to public authorities and to support this right.

The **Archdiocese of Indianapolis** was not in compliance with Article 4 at the time of the audit but is now in compliance. Although an accused member of the clergy was immediately removed from ministry, the matter was not reported to the appropriate civil authority (child protective services) as required under the *Charter*, state law, and archdiocesan policy. When the archdiocese was advised of this deficiency by the auditor, civil authorities were immediately notified, and this fact was verified by the auditor. Again, while the archdiocese was found to be non-compliant at the time of the audit, this issue was resolved, and the Archdiocese of Indianapolis is now in compliance.

The archdiocese did not feel the behavior in the allegation was sufficient to warrant reporting to local law enforcement. However, that is not a decision for dioceses/eparchies to make. The *Charter for the Protection of Children and Young People* clearly states that if an allegation of child sexual abuse is reported to the diocese, the diocese must report it to public authorities. It is the job of adults to report suspected abuse, and it is the job of civil authorities to investigate allegations of suspected child sexual abuse and to determine if a crime was committed. Dioceses/eparchies have neither the expertise nor the personnel to undertake such investigations.

During the course of the on-site audit it was also determined that the VAC for the Archdiocese of Indianapolis was not aware of the fact that she was to advise victims/survivors of their right to report abuse

matters to civil authorities. This should be done in all instances. The VAC is now aware of this *Charter* requirement. It should be noted, however, that the VAC's dealings in the case in question were with the family members of the victim/survivor and not with the victim/survivor directly. The *Charter* only requires that the dioceses inform the victims of their right to make a report to public authorities and to support that right. Thus, this was not compliance issue, just an issue of education.

**All other dioceses/eparchies that were audited were in compliance with this article.**

During the 2009 audit year, 21 allegations of abuse involved current minors. Even given the cases that the civil authorities declined to prosecute, it remains important that the Church continue to report all allegations. Aside from this step being mandated by the law and the *Charter*, it sends the message to all adults and children that the Church takes seriously the responsibility to protect children and young people.

The table below reflects the status of each of these allegations at the time of the audit.

Determined to be unfounded by civil and church officials	3
Under investigation	8
Victim recanted, but allegation was turned over to religious order	1
Civil authorities declined prosecution, but diocese is seeking laicization	1
Civil authorities declined prosecution, but diocese deemed allegation credible	3
Resulted in arrest and conviction	1
Resulted in arrest and under investigation	3
Unfounded	1

Furthermore, 9 of the allegations involving current minors were made against international priests who were visiting or serving in the United States from the following countries: Pakistan (1), Nigeria (1), El Salvador (2), Poland (1), Mexico (2), and India (2). The following table outlines the status of these allegations at the time of the audit:

*Pakistan*

- Civil case is pending prosecution. Priest is in prison on another sexual abuse conviction.

*Nigeria*

- Civil case is pending, and priest has fled to Nigeria.

*El Salvador*

- Two civil cases are pending, and both priests have fled to El Salvador. El Salvadoran bishop has been advised.

*Poland*

- Priest was tried and received a one-year conviction. He is to be deported back to Poland.

*Mexico*

- Priest was arrested, and his case is pending prosecution. His faculties have been removed.
- Civil case is pending prosecution. Priest has fled to Mexico.

*India*

- Civil prosecution has been declined. Priest has been removed from his parish and his faculties withdrawn.
- Civil prosecution has been declined. Priest has been removed from ministry.

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**ARTICLE 5.** We affirm the words of His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers: “There is no place in the priesthood or religious life for those who would harm the young.”

Sexual abuse of a minor by a cleric is a crime in the universal law of the Church (CIC, c. 1395 §2; CCEO, c. 1453 §1). Because of the seriousness of this matter, jurisdiction has been reserved to the Congregation for the Doctrine of the Faith (*Motu proprio Sacramentorum sanctitatis tutela*, AAS 93, 2001). Sexual abuse of a minor is also a crime in all civil jurisdictions in the United States.

Diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor\*—whenever it occurred—which is admitted or established after an appropriate process in accord with canon law, the offending priest or deacon is to

be permanently removed from ministry and, if warranted, dismissed from the clerical state. In keeping with the stated purpose of this *Charter*, an offending priest or deacon is to be offered therapeutic professional assistance both for the purpose of prevention and also for his own healing and well-being. The diocesan/eparchial bishop is to exercise his power of governance, within the parameters of the universal law of the Church, to ensure that any priest or deacon subject to his governance who has committed even one act of sexual abuse of a minor as described below (see note) shall not continue in ministry.

A priest or deacon who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation. He is to be encouraged to retain the assistance of civil and canonical counsel. If the allegation is not proven, every step possible is to be taken to restore his good name, should it have been harmed.

In fulfilling this article, dioceses/eparchies are to follow the requirements of the universal law of the Church and of the *Essential Norms* approved for the United States.

\* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of recognized experts should be appropriately obtained (*Canonical Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

**The Archdiocese of San Francisco was found to be non-compliant with Article 5. This non-compliance was remedied during the audit process.**

Article 5 requires that dioceses/eparchies have policies that provide for permanent removal from the clerical state of any cleric in which the allegation of child sexual abuse is either admitted or established. It further requires that the alleged victim be offered the presumption of innocence and requires that the accused be offered therapeutic assistance as well as encouraged to retain legal and canonical counsel. If the allegation is not proven, all attempts to restore the good name of the cleric are to be made.

The **Archdiocese of San Francisco** was found to be non-compliant with Article 5. The on-site audit of the archdiocese determined that some priests who had been removed from public ministry were being permitted to concelebrate Mass in a public forum. Article 5 of the *Charter* specifically prohibits this, stating that “diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor—when ever it occurred—which is admitted or established after an appropriate process in accord with canon law, the offending priest or deacon is to be permanently removed from ministry. . . .” Additionally, the Archdiocese of San Francisco provided to the auditors an internal archdiocesan document that reinforced this *Charter* requirement. While it may seem charitable to allow the cleric to continue concelebrating Mass, it can be devastating to victims/survivors who may be in the congregation. The Church must keep its focus on the victims/survivors.

Much discussion ensued with the Archdiocese of San Francisco regarding the definition of the term “public ministry,” but the bishops’ Committee on the Protection of Children and Young People (CPCYP) has always interpreted public ministry as being any ministry that includes persons other than the priest himself. The only exception, if it could even be deemed an exception, would be a Mass that is concelebrated by the accused with another priest or priests, with no family, friends, neighbors, or members of the public present.

The Gavin Group, Inc., received a subsequent letter from the Archdiocese of San Francisco advising that the Article 5 deficiency detected during the 2009 full audit had been addressed and that a “strict interpretation of public ministry is now the policy” of the

archdiocese. For the purposes of *Charter* compliance, the Archdiocese of San Francisco is now considered fully compliant.

Meanwhile, the dioceses/eparchies are still receiving historical allegations of abuse. During the 2009 audit year, 738 victims/survivors made allegations of clergy abuse: 717 adults reported past abuse, and 21 minors reported recent abuse. Those allegations identified 550 clerics, including 538 priests and 12 deacons. The full breakdown is as follows:

Total accused priests	538
Total accused deacons	12
Diocesan priests accused	379
Diocesan deacons accused	12
Religious priests accused	95
Religious deacons accused	0
Extern priests accused	23
“Unknown” clerics accused (clerics not identified)	54
Deceased clerics accused	228
Laicized clerics accused	48
Accused clerics who had previously been removed or placed on restricted ministry	185
Accused clerics with prior allegations	254
Allegations that were unfounded and/or unable to be proven	59

There is no way of knowing how many historical allegations are yet to be reported. It is the hope of the bishops that those who have not yet reported abuse that happened years ago will feel comfortable enough with the procedures that have been set in place to report the incident to the Church. It is important to remember that outreach is to be provided to all victims/survivors and their families regardless of when the incident took place; **there is no statute of limitations for the Church to help victims/survivors to heal and find reconciliation.** Additionally, all claims of abuse, regardless of when it occurred, will be investigated; if a claim is found to be credible, the cleric is to be permanently removed from ministry.

For those clerics for whom a false allegation is made, the Church is to do all that is possible to restore his good name. This is very difficult for both dioceses/eparchies and the accused. While the restoration of a

good name is difficult to achieve, dioceses/eparchies have attempted to do so in cases that were made public. The presumption of innocence is a highly regarded value of our society and is to be considered in all cases.

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**ARTICLE 6. There are to be clear and well-publicized diocesan/eparchial standards of ministerial behavior and appropriate boundaries for clergy and for any other paid personnel and volunteers of the church in positions of trust who have regular contact with children and young people.**

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 6.**

Dioceses/eparchies are to have clear, well-publicized standards of behavior and appropriate boundaries for clergy, employees, and church volunteers in positions of trust who have regular contact with children.

In order to publicize these policies regarding the standards of behavior and appropriate boundaries, dioceses/eparchies use a variety of methods. Some place articles articulating these standards in diocesan newspapers on a quarterly, monthly, or annual basis. Posters are made for parishes and schools. Web sites are used in almost all the dioceses/eparchies, with the diocesan Web site and newspaper both being the most common media used to convey this information to the public. These policies are also shared with the clergy, educators, volunteers, and others who work with children as part of the diocesan safe environment program training.

While the audits noted that dioceses/eparchies do publish these standards, they are not always as visible in the parish as would seem prudent. In fact, finding these standards and policies in parishes is rare. It is important that materials be readily available to let parishioners know the clear standards of behavior and appropriate boundaries for clergy, employees, and church volunteers who have regular contact with children. This material needs to be placed where the parishioners are and must be readily noticeable to all who enter the safety of the church environment.

Of importance is the finding that many dioceses/eparchies have expanded the number and scope of their policies in this area. These policies now range from the required standards of behavior and appropriate boundaries, to guidelines for all in the diocese/eparchy who have contact with children or young people, to guidelines for the supervision of those working with children. More and more dioceses/eparchies are including policies on Internet use (including the use of social networking sites), anti-bullying, sexual misconduct and harassment, and other related, current social issues facing parishioners today. While not required under the *Charter for the Protection of Children and Young People*, this expansion shows a willingness to extend the creation of and strengthen the safe environments for children.

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**ARTICLE 7. Dioceses/eparchies are to be open and transparent in communicating with the public about sexual abuse of minors by clergy within the confines of respect for the privacy and the reputation of the individuals involved. This is especially so with regard to informing parish and other church communities directly affected by ministerial misconduct involving minors.**

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 7.**

Article 7 requires dioceses/eparchies to be open and transparent in the way sexual abuse is both reported and processed. In addition, it calls for communities where sexual abuse has occurred to be notified of such occurrences.

All dioceses/eparchies that were audited were found in compliance with this article. This article is a critical tool in restoring trust in the Church. A major reason that the past abuse was able to go undetected for so long was the way the allegations were handled: quietly and secretly. Few people knew the extent of the abuse, in part because abuse cases were not made public. For many reasons, people who did know of the abuse did not come forward and report it. Times have changed drastically, and that silence is no longer acceptable in society or in the Church.

Dioceses/eparchies that are committed to open and transparent communications are helped by a good working relationship with the local press. Many dioceses/eparchies make regular communication on this subject part of the diocesan/eparchial communication plan as well as their diocesan/eparchial newspaper. Additionally, the subject is routinely a part of the diocesan online communication. Not only are policies and procedures readily available on the diocesan/eparchial Web sites, but often the news includes other aspects of creating safe environments, such as ongoing training, updated *Charter* initiatives, policy updates, brochures for victims/survivors, information for parents and volunteers, training announcements, and other *Charter*-related information.

A parish community that has been affected by a case of sexual abuse deserves to be told the facts openly and honestly, respecting the privacy as well as the good name of the people involved. Not only does this encourage other victims/survivors to come forward, it also fosters an open relationship between the diocese/eparchy and the parishes. Learning that a member of the clergy has committed such abuse can be devastating for a parish community, so honest sharing with the parish needs to be handled quickly and compassionately.

Open and transparent communication regarding any and all cases can help restore the trust that the Church lost by the past mishandling of cases. Communicating the diocesan policies and codes of conduct also serves as a warning notice to would-be offenders. When these measures are combined, the message is sent loud and clear that the Church is committed to child protection, that child safety is taken seriously, and that all children in the diocese/eparchy are to be protected at all times.

## **TO ENSURE THE ACCOUNTABILITY OF OUR PROCEDURES**

*(Articles 8-11 are not included in the audit process.)*

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**ARTICLE 8. By the authority of the United States Conference of Catholic Bishops, the mandate of the Ad Hoc Committee on Sexual Abuse is renewed, and**

it is now constituted the Committee for the Protection of Children and Young People. It becomes a standing committee of the Conference. Its membership is to include representation from all the episcopal regions of the country, with new appointments staggered to maintain continuity in the effort to protect children and youth.

The Committee is to advise the USCCB on all matters related to child and youth protection and is to oversee the development of the plans, programs, and budget of the Office of Child and Youth Protection. It is to provide the USCCB with comprehensive planning and recommendations concerning child and youth protection by coordinating the efforts of the Office and the National Review Board.

Membership of the Committee on the Protection of Children and Young People from July 1, 2008, to June 30, 2009, included the following bishops, shown with the number of the region they represented:

Bishop Blase J. Cupich, Chair  
*Term began in November 2008; expires November 2011*

Bishop Richard J. Malone (I)  
*Term expires November 2011*

Bishop Robert J. Cunningham (II)  
*Term expires November 2010*

Bishop Joseph R. Cistone (III)  
*Term expired November 2009*

Bishop Mitchell T. Rozanski (IV)  
*Term expires November 2010*

Bishop Ronald W. Gainer (V)  
*Term expires November 2010*

Bishop R. Daniel Conlon (VI)  
*Term expired November 2009*

Bishop George J. Lucas (VII)  
*Term expires November 2010*

Bishop Paul J. Swain (VIII)  
*Term expired November 2009*

Bishop Michael O. Jackels (IX)  
*Term expires November 2011*

Bishop Patrick J. Zurek (X)  
*Term expires November 2011*

Bishop Gerald E. Wilkerson (XI)  
*Term expires November 2010*

Bishop Michael W. Warfel (XII)  
*Term expires November 2011*

Bishop Michael J. Sheridan (XIII)  
*Term expires November 2011*

Bishop John G. Noonan (XIV)  
*Term expires November 2011*

Bishop William C. Skurla (XV)  
*Term expired November 2009*

In November 2008, the terms of four members expired:

Bishop William J. Dendinger (Region IX)  
Bishop Edward J. Slattery (Region X)  
Bishop George L. Thomas (Region XII)  
Bishop David L. Ricken (XIII)  
Bishop J. Kevin Boland (Region XIV)

The following (arch)bishops were elected by the members of their regions to serve on the CPCYP:

Bishop Timothy C. Senior (III)  
*Term expires November 2012*

Archbishop Dennis M. Schnurr (VI)  
*Term expires November 2012*

Bishop Edward K. Braxton (VII)  
*Term expires November 2012*

Bishop John M. LeVoir (VIII)  
*Term expires November 2012*

Bishop Gerald N. Dino  
*Term expires November 2012*

The CPCYP was also assisted by the following consultants:

Rev. Msgr. Ronny Jenkins, USCCB Associate General Secretary

Rev. Paul Lininger, OFM Conv, Executive Director of the Conference of Major Superiors of Men

Mrs. Helen Osman, USCCB Secretary of Communications

Mr. Anthony Picarello, USCCB General Counsel

Very Rev. Thomas Picton, CSsR, President of the Conference of Major Superiors of Men

Rev. David Toups, Interim Executive Director of the USCCB Secretariat of Clergy, Consecrated Life, and Vocations

Sr. Mary Ann Walsh, RSM, Director of the USCCB Office of Media Relations

The CPCYP meets during the months of March, June, September, and November. At two of those meetings, June and November, the CPCYP also meets jointly with the National Review Board (NRB). The mandate of the CPCYP is to address all *Charter*-related issues working collaboratively with the NRB.

Three noteworthy projects in which the CPCYP was involved in 2009 are described below: the 2009 Anglophone Conference, a review of the *Charter*, and a bishops' *Charter* orientation program.

### **2009 Anglophone Conference**

As a representative of the CPCYP and the USCCB, Bishop Cupich, along with Judge Michael Merz, then chair of the NRB, and Ms. Teresa Kettelkamp, executive director of the SCYP, attended the 2009 Anglophone Conference meeting held at Domus Sanctae Marthae in the Vatican in June. This was the 10th meeting of this Conference. The Anglophone Conference began in the 1990s and is an informal network of representatives of English-speaking bishops' conferences that works towards improving efforts and strategies for addressing clerical abuse. The 2009 meeting also gave participants an opportunity to consult with officials of the Roman Curia and to call on experts in the field of child protection.

Bishop Cupich, Judge Merz, Ms. Kettelkamp, and Msgr. Stephen Rossetti (president and CEO of St. Luke's Institute) gave presentations. One full morning was dedicated to a presentation and question-and-answer session with Msgr. Charles Scicluna, promoter of justice for the Congregation of the Doctrine of the Faith.

While the meeting retains the title "Anglophone" and the longstanding members are from North America, western Europe, Australia, and New Zealand, representatives are welcome from other bishops' conferences. The 2009 meeting, for example, included participants from Ghana, Chile, and Italy.

### **Charter Review**

The *Charter* is scheduled for review in 2010. The process began early in 2009 with the establishment of a *Charter* Review Committee comprising members of the CPCYP and NRB as well as two consultants.

On February 6, 2009, the CPCYP chair informed the bishops/eparchs of the process for reviewing the *Charter for the Protection of Children and Young People*. Bishops/eparchs were provided guidelines for their consultations with their diocesan and religious priests, lay leaders, and those in the diocese who are involved in child protection and education.

To give focus to those consultations, participants were encouraged to do the following:

- Offer recommendations regarding any revisions they believe would strengthen the Church's role in reaching out to victims and providing a safe environment for the children and youth under the bishops' pastoral care
- Comment on which provisions of the *Charter* are working particularly well
- Emphasize substantive points over points of style
- Focus on the *Charter* itself and avoid suggesting changes solely related to the implementation of the audit provision
- Keep in mind the close alignment of the *Charter* with the *Essential Norms*. Any changes that affect the *Essential Norms* will require the *recognitio* of the Holy See
- Recall the principles that guided the CPCYP in preparing its revised draft *Charter* in 2005 as a guide in this present consultation:
  - *To give stability to the Conference's efforts, the framework for action embodied in the Charter should remain consistent and be revised only where some important principle has been omitted or the text is out of date.*
  - *To provide a framework for action, the Charter should embody general principles rather than specific instructions or a list of best practices for implementing the principles.*

This approach starts with the belief that the *Charter* is working well, as evidenced by the six audits, and its stability should not be compromised or undermined by major revisions.

The *Charter* Review Committee met throughout 2009 and reaffirmed the expectation that the Review Committee would receive a single response from each

bishop. The Conference of Major Superiors of Men will also have the opportunity to convey their ideas on the revision of the *Charter* to the Review Committee.

#### **Charter Orientation Program for Bishops/Eparchs**

The CPCYP has been asked to provide assistance to all bishops and eparchs—especially those appointed since the *Charter* was adopted and revised in 2002 and 2005—to help them understand the obligations required of them by the *Charter*. In response, a program has been designed to address questions new bishops and eparchs may have regarding the *Charter* or the annual compliance audits.

A luncheon meeting was held on Tuesday, November 17, 2009, during the bishops' general fall meeting. A notice was placed on the bishops-only Web site, and individual invitations were sent to all bishops who have been ordained since June 2002.

The agenda for this 90-minute meeting was as follows:

- Brief history and overview of the *Charter*
- Role of the CPCYP, NRB, and SCYP
- Where the Church stands today seven years after Dallas: What is working?
- Audit methodology and compliance
- Why *Charter* compliance is so important: What is at stake?
- Specific media challenges
- How to support your priests
- The future
- Questions and answers

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**ARTICLE 9.** The Office for Child and Youth Protection, established by the Conference of Catholic Bishops, is to staff the Committee for the Protection of Children and Young People and be a resource for dioceses/eparchies for the implementation of “safe environment” programs and for suggested training and development of diocesan personnel responsible for child and youth protection programs, taking into account the financial and other resources, as well as the population, area, and demographics of the diocese/eparchy.

The Office is to produce an annual public report on the progress made in implementing and maintain-

ing the standards in this *Charter*. The report is to be based on an annual audit process whose method, scope, and cost are to be approved by the Administrative Committee on the recommendation of the Committee for the Protection of Children and Young People. This public report is to include the names of those dioceses/eparchies which the audit shows are not in compliance with the provisions and expectations of the *Charter*.

As a member of the Conference staff, the Executive Director of the Office is appointed by and reports to the General Secretary. The Executive Director is to provide the Committee for the Protection of Children and Young People and the National Review Board with regular reports of the Office's activities.

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As mentioned in last year's Annual Report, due to a restructuring at the United States Conference of Catholic Bishops, the Office of Child and Youth Protection is now called the Secretariat of Child and Youth Protection (SCYP). At the beginning and end of the 2009 audit period, the SCYP staff comprised the following personnel: Executive Director Teresa Kettelkamp, Associate Director Mary Jane Doerr, Executive Assistant Margaret Sienko, and Staff Assistant Cortney Kerns.

The SCYP provides monthly reports to the members of the CPCYP and the NRB. These reports reflect the administrative efforts of the SCYP within the USCCB, the external support by the SCYP to the dioceses/eparchies on *Charter*-related matters, and the work of the CPCYP and NRB as supported and facilitated by the Secretariat.

The SCYP also provides staff support to the CPCYP, the NRB, and the NRB committees. Additionally during this audit period, the staff provided assistance to the *Charter* Review Committee, comprising members of the CPCYP and NRB as well as a number of consultants. The Review Committee was established to oversee the review of the *Charter for the Protection of Children and Young People*. The 2005 *Charter* stated that it was to be reviewed again after five years by the CPCYP with the advice of the NRB and that the results were to be presented to the full Conference of bishops for confirmation. The full body of bishops will review these results at its November 2010 general meeting.

The staff of the SCYP spend a tremendous amount of time supporting the dioceses/eparchies in a variety of *Charter*-related areas as well as developing resources for use, many of which are compilations of information from the audit documents. The goals of the SCYP are to help dioceses/eparchies become and remain *Charter* compliant and to integrate the *Charter* articles into the diocesan/eparchial way of life. Electronic mailing lists for victim assistance coordinators, safe environment program coordinators, and diocesan review boards have also been helpful tools, where dioceses/eparchies are able post questions to ascertain how other dioceses/eparchies are handling *Charter*-related issues. That has been one of the blessings of the *Charter*: dioceses/eparchies are sharing information, working together, and learning from each other.

Additional information on the Secretariat of Child and Youth Protection can be found at [www.usccb.org/ocyp/howeare.shtml](http://www.usccb.org/ocyp/howeare.shtml).

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**ARTICLE 10.** The whole Church, especially the laity, at both the diocesan and national levels, needs to be engaged in maintaining safe environments in the Church for children and young people.

The Committee for the Protection of Children and Young People is to be assisted by the National Review Board, a consultative body established in 2002 by the USCCB. The Board will review the annual report of the Office of Child and Youth Protection on the implementation of this *Charter* in each diocese/eparchy and any recommendations that emerge from it, and offer its own assessment regarding its approval and publication to the Conference President.

The Board will also advise the Conference President on future members. The Board members are appointed by the Conference President in consultation with the Administrative Committee and are accountable to him and to the USCCB Executive Committee. Before a candidate is contacted, the Conference President is to seek and obtain, in writing, the endorsement of the candidate's diocesan bishop. The Board is to operate in accord with the statutes and bylaws of the USCCB and within procedural guidelines to be developed by the Board in consultation with the Committee for the Protection of Children and Young People and approved by the USCCB Administrative Committee. These guidelines are to set forth such matters as the Board's purpose

and responsibility, officers, terms of office, and frequency of reports to the Conference President on its activities.

The Board will offer its advice as it collaborates with the Committee for the Protection of Children and Young People on matters of child and youth protection, specifically on policies and best practices. The Board and Committee for the Protection of Children and Young People will meet jointly several times a year.

The Board will review the work of the Office of Child and Youth Protection and make recommendations to the Director. It will assist the Director in the development of resources for dioceses.

The Board is to oversee the completion of the study of the causes and context of the recent crisis. The Board will offer its assessment of the data gathered and preliminary results to the Committee for the Protection of Children and Young People as the study moves forward.

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The current membership of the NRB comprises the following individuals:

Ms. Diane M. Knight, Chair  
*Term expires June 2011*

Dr. Ana Maria Catanzaro  
*Term expires June 2012*

Mr. Michael J. Clark  
*Term expires June 2013*

Dr. Ruben Gallegos  
*Term expires June 2012*

Dr. Emmet M. Kenney Jr.  
*Term expires June 2011*

Justice Robert Charles Kohm  
*Term expires June 2011*

Judge Anna Moran  
*Term expires June 2013*

Mr. Al. J. Notzon III  
*Term expires June 2012*

Dr. Thomas G. Plante  
*Term expires June 2012*

Judge Geraldine Rivera  
*Term expires June 2012*

Dr. Susan Steibe-Pasalich  
*Term expires June 2011*

In June 2009, the terms of the following members of the NRB expired:

Judge Michael R. Merz, Chair  
Mr. William McGarry  
Dr. Joseph G. Rhode  
Mr. Thomas DeStefano

The NRB is structured with three officers and five committees, as follows:

Chair: Ms. Diane M. Knight  
Vice Chair: Dr. Thomas G. Plante  
Secretary: Dr. Ana Maria Catanzaro  
Audit Committee: chaired by  
Justice Robert C. Kohm  
Best Practices Committee: chaired by  
Judge Geraldine Rivera  
Communications Committee: chaired by  
Mr. Mike Clark  
Nominating Committee: chaired by  
Mr. Al. J. Notzon III  
Research Committee: chaired by Dr. Susan  
Steibe-Pasalich

The NRB chair is appointed by the USCCB president from persons nominated by the NRB. In January 2009, Cardinal George named Ms. Diane M. Knight to be chair for a two-year term commencing in June 2009. The other officers are elected by the Board, and committee chairs are appointed by the NRB chair.

The NRB committees worked on the following initiatives in 2009:

- The Audit Committee continued its work on keeping the audit process updated and effective.
- The Best Practices Committee continued to look at offering suggestions to dioceses on how to implement safe environment training for children and offered resources to diocesan review boards.
- The Communications Committee was newly formed and will work to keep the Catholic faithful informed about what the Church is doing to prevent child sexual abuse within parishes, schools, and society, as well as the implementation of the *Charter* as a whole within the Catholic Church in the United States. This committee will also

devote efforts to preparing for the publication of the Causes and Context Study findings due in December 2010.

- The Research Committee maintained regular contact with the John Jay College of Criminal Justice as it studies the causes and context of the sexual abuse scandal.
- Because the term of members of the NRB was increased from three years to four years in 2009, it was not necessary for the Nominations Committee to elicit candidates for the NRB for terms beginning in 2010.

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**ARTICLE 11.** The President of the Conference is to inform the Holy See of this revised *Charter* to indicate the manner in which we, the Catholic bishops, together with the entire Church in the United States, intend to continue our commitment to the protection of children and young people. The President is also to share with the Holy See the annual reports on the implementation of the *Charter*.

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The president of the United States Conference of Catholic Bishops, Cardinal Francis George, OMI, has shared a copy of this Annual Report with the Holy See.

### **TO PROTECT THE FAITHFUL IN THE FUTURE**

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**ARTICLE 12.** Dioceses/eparchies are to maintain “safe environment” programs which the diocesan/eparchial bishop deems to be in accord with Catholic moral principles. They are to be conducted cooperatively with parents, civil authorities, educators, and community organizations to provide education and training for children, youth, parents, ministers, educators, volunteers, and others about ways to make and maintain a safe environment for children and young people. Dioceses/eparchies are to make clear to clergy and all members of the community the standards of conduct for clergy and other persons in positions of trust with regard to children.

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Three dioceses were found to be non-compliant with Article 12: the Diocese of Baker, the Diocese of Fresno, and the Diocese of Orlando. The Diocese

**of Orlando's non-compliance was remedied prior to January 2010 after a re-audit.**

Article 12 requires that dioceses/eparchies maintain safe environment training programs that are in accord with Catholic moral principles. The programs are to be conducted cooperatively to provide education and training for children, youth, parents, ministers, educators, volunteers, and others about ways to maintain a safe environment for children and young people. This article further requires that dioceses/eparchies make clear the standards for conduct in regards to children for clergy and members of the community.

Three dioceses/eparchies were found non-compliant with this article.

The **Diocese of Baker** does not provide safe environment training for children/youth. Of the 3,818 children in the diocese, 576 are in five Catholic schools, and the remaining 3,242 are students in religious education programs. The religious education students receive mandated training in this area, per Oregon state statute. Classes in public schools, in the mind of the Bishop of Baker, are not taught in accord with Catholic principles. The bishop feels it's inappropriate to provide any type of sex education to any pre-pubescent child.

Healthy Family—Safe Children (HFSC) is the new diocesan training program for parents promulgated by the Bishop of Baker in March 2009. This program was written at the direction of the bishop in conjunction with the Catholic Medical Association. The bishop continues to feel strongly that it is the parents' responsibility to provide safe environment training to their children and not the church's responsibility. As a result, his diocese will train parents in the HFSC program and allow the parents to decide what will be taught to their children.

During the audit period, training materials (videos and workbooks) were sent to all parishes. The training program gives the parent the knowledge and insights to effectively train the child. No parents were trained during the audit period, but plans are currently progressing to set up such presentations at the parish

level. Parishes are mandated to provide these parents with the program training material. Some parents have been provided with training materials and videos to review during the 2009 audit period. With the start of the current school year—and outside the audit period—three parishes have ordered 100 videos/workbooks from the diocese in furtherance of establishing this new program). This program will be in place for the next audit period.

The Diocese of Baker received a Required Action<sup>1</sup> stating that “the diocese will provide safe environment training for children/youth as required under Article 12” with a due date of June 30, 2010.

The **Diocese of Fresno** has a total of 36,181 children and youth in Catholic schools and religious education classes. There is no documentation that 9,530 of them have been trained. The diocese conducted a pre-audit survey and identified that numerous parishes had not provided documentation of religious education training. Only 46% of the religious education students could be officially documented as having received safe environment training in chancery records. However, this rose to 68% with further review and interviews to confirm logically that additional students were trained. The diocese and this audit were unable to verify that the remaining 26.3% (9,530) of the religious education students were trained.

The diocese received a Required Action stating, “the Diocese of Fresno will take appropriate action to conduct and document safe environment training for all children/youth enrolled in religious education classes as required under Article 12” with a due date of June 30, 2010.

Finally, the **Diocese of Orlando** was found to be non-compliant due to two deficiencies concerning Article 12:

1. Although the Diocese of Orlando fully implemented a new safe environment training program for adults during this audit period, as of the end of the audit period the following numbers of people were reflected by diocesan records as remaining untrained: priests (40 out of 205), deacons (50 out of 174), candidates for ordination (37 out of

51), educators (203 out of 1,078), and parish and school employees (157 out of 1,539). In addition, based on the lack of documentation supporting training of volunteers, the numbers presented above are in doubt.

2. The Diocese of Orlando did not have documentation from each pastor attesting that his parish has received the required safe environment program materials and has implemented them as set out in the memo to all bishops, dated March 31, 2006, from Bishop Gregory M. Aymond, then chair of the CPCYP.

The diocese received two Required Actions: (1) to ensure that all individuals who have ongoing unsupervised contact with children and youth receive safe environment training as required by Article 12, and (2) to “obtain documentation from each parish pastor that the parish has received the required safe environment programs and has implemented them. Both Required Actions have a deadline of June 30, 2010.

Subsequently, in early December 2009, based on the analysis of the results of the re-audit of these deficiencies, the Diocese of Orlando was determined to have corrected the above deficiencies and achieved *Charter* compliance. This conclusion was based on a review of data and communications generated since the conclusion of the original audit, which demonstrated that the safe environment program had been extended to all required individuals. Steps had also been taken by the diocese to remove any individuals from contact with children until they also came into compliance. Representative samples of the letters from pastors were also reviewed, and they demonstrated that safe environment documents were received by the pastors and the programs were implemented. This accomplishment came after much hard work and dedication demonstrated during a short period of time. The achievement of compliance was most admirable and it reaffirmed the commitment of the Diocese of Orlando and its bishop to the safety of the children.

#### **Challenges Presented by Article 12**

One of the biggest challenges of Article 12 centers on the development and use of a safe environment

program—tracking database that allows for keeping accurate records of the training provided.

Dioceses/eparchies use a variety of training programs. Some programs are created in-house by educators, social workers, and mental health professionals. Other dioceses/eparchies purchase training programs. Training methods vary as well, including in-person training, video courses, online courses, and the reading of literature.

The training programs are to be developed in accord with Catholic moral teaching; that teaching compels us to protect the dignity of children. The training programs are to take this into account while giving adults the necessary information on the grooming process and other behaviors of offenders. This type of information can assist parents and guardians in keeping their children safe. Several dioceses/eparchies have initiated a program to retrain adults, and a variety of methods are used to accomplish that recertification.

The training programs for children also need to be developed in accord with Catholic moral teaching, while equipping children with the skills to protect themselves from abuse. The controversy over whether safe environment training constitutes sex education or personal safety training further complicates the training of children. The *Charter* calls for safety training, not sex education.

Children are more likely to be trained on an annual basis with multiple lessons; that is how they learn the best. However, in some dioceses, children may be trained every other year. Evidence indicates that Catholic schools are beginning to incorporate ways to teach children how they can protect themselves into the school’s health or religion programs. This happens with less frequency in religious education programs. In most states, personal safety training is mandated and included in the public schools’ health curriculum. In a number of states, while mandated, the personal safety program may not be funded and therefore may be non-existent. Dioceses/eparchies are to review the local schools’ curriculum to determine if it is in accord with Catholic moral teachings—and to find out whether it

is actually taught—before determining if the training received in public schools is sufficient.

Tracking the training of clergy, employees, and volunteers remains problematic. In the large archdioceses, the number of people that must be tracked can overwhelm systems and personnel. The fluidity of the people to be tracked can also present an obstacle to record keeping.

Dioceses/eparchies must develop systems that allow them to accurately track various groups of people. Those systems should reflect both who has been trained and who has not been trained. Parishes need

to be active participants in such a system, sending the information to the chancery as requested. Pastors, school principals, and program directors all need to take an active role in the responsibility of ensuring the environment in the parish is safe for children and young people. It is only through cooperation of all adults that such a goal can be achieved.

The faithful can be proud of the number of people who have been trained to create safe environments by knowing how to prevent child sexual abuse. The below chart reflects the safe environment training numbers for 2009:

CATEGORIES	NUMBER TO BE TRAINED	NUMBER TRAINED	PERCENTAGE TRAINED
Priests	38,098	37,974	99.7
Deacons	14,723	14,654	99.5
Candidates for Ordination	6,249	6,120	97.9
Educators	167,101	166,258	99.5
Employees	246,532	243,237	98.7
Volunteers	1,656,400	1,634,206	98.7
Children	5,469,997	5,294,665	96.8

CHILDREN OPTED OUT BY PARENTS	PERCENTAGE OF TOTAL CHILDREN
76,940	1.4



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**ARTICLE 13.** Dioceses/eparchies are to evaluate the background of all incardinated and non-incardinated priests and deacons who are engaged in ecclesiastical ministry in the diocese/eparchy and of all diocesan/eparchial and parish/school or other paid personnel and volunteers whose duties include ongoing, unsupervised contact with minors. Specifically, they are to utilize the resources of law enforcement and other community agencies. In addition, they are to employ adequate screening and evaluative techniques in deciding the fitness of candidates for ordination (cf. United States Conference of Catholic Bishops, *Program of Priestly Formation* [Fifth Edition], 2006, no. 39).

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**One diocese was found to be non-compliant with Article 13: the Diocese of Paterson. The Diocese of Paterson’s non-compliance was remedied prior to January 2010 after a re-audit.**

The audit of Article 13 consists of the following questions:

1. Does the diocese/eparchy conduct background evaluations on
  - a. *priests?*
  - b. *deacons?*
  - c. *candidates for ordination?*
2. Does the diocese/eparchy conduct background evaluations on the following persons who have ongoing unsupervised contact with minors:
  - a. *educators?*
  - b. *diocesan/eparchial employees?*
  - c. *parish/school employees?*
  - d. *volunteers/others?*
3. Does the diocese/eparchy employ screening and evaluation techniques in deciding the fitness of candidates for ordination? (For the purpose of this audit, a candidate for ordination is defined as a seminarian or candidate for the permanent diaconate.)

Article 13 also requires that dioceses/eparchies use the resources of law enforcement and community agencies.

The **Diocese of Paterson** was determined to be non-compliant due to the fact that the diocese was unable to provide accurate records of completed background evaluations for active parish/school employees and volunteers who had ongoing unsupervised contact with

minors. A Required Action was issued that stated, “The diocese will ensure that background evaluations are conducted and accurate records are provided for all parish/school employees and volunteers as required by Article 13. Additionally, these individuals should not have unsupervised contact with children in accordance with the *Charter* and diocesan policy until the background evaluations are completed,” with a due date of June 30, 2010.

The Diocese of Paterson has since become compliant and resolved its non-compliance issue based on the analysis of the results of a re-audit of the diocese in early December 2009. The diocese made most admirable strides in a brief period of time to revamp its record-keeping system that now ensures that all parish/school employees and volunteers have completed background evaluations. The diocese has also added a full-time compliance officer, a step that will no doubt continue to improve the initiatives put in place by the diocese.

Another diocese received a management letter regarding this article because during its audit it was determined that a number of volunteers (7%) who have ongoing unsupervised contact with children/youth had not completed background evaluations as required by the *Charter*. In addition, a number of volunteers (3.5%) had not signed a code of conduct as required by the diocese. These two issues were immediately addressed by the diocese and have therefore been resolved.

Because of the record keeping involved with Article 13, compliance with this article can also be a challenge for dioceses/eparchies. As mentioned in the summary for Article 12, a record-keeping system that provides for the accurate, timely tracking of diocesan personnel to determine who has and has not had background evaluations completed is critical. Without accurate verification in this area, compliance cannot be proved. The creation of safe environments requires that those individuals who have already proven they cannot be trusted to be around children be prohibited from being around our children.

Dioceses/eparchies employ a variety of commercial vendors to evaluate backgrounds. Most dioceses/eparchies use vendors that contact local, state, and

federal law enforcement agencies to conduct criminal history checks. Most states require teachers and other school employees to undergo fingerprint-based criminal history checks, and Catholic schools are included in that requirement. Many dioceses/eparchies require all employees and volunteers to undergo a fingerprint-based criminal history check. In addition to criminal history checks, requiring references is another method used to evaluate backgrounds.

Seminary screening measures have been increased and now include not only background evaluations but, in most dioceses/eparchies, psychological testing as well. Dioceses/eparchies are committed to ordaining only those men whom they determine through the screening process to be willing and able to live a life of integrity consistent with the teachings of Jesus Christ and the Catholic Church.

Dioceses/eparchies are becoming increasingly aware of the difficulty in obtaining accurate, dependable criminal history records from foreign countries. With the increasing number of foreign-born priests, this difficulty becomes even more important to resolve. Many behaviors that are crimes here in the United States may not be considered crimes in all countries. The manner in which crimes of a sexual nature are reported and subsequently handled also varies greatly from country to country.

Dioceses/eparchies therefore place significant importance on the letter from the bishop from the sending diocese testifying to the suitability of the person for ministry in this country. Usually citing the provisions of canon 903 of the *Code of Canon Law* and canon 703 §1 of the *Code of Canons of the Eastern Churches*, the letter is to verify that the priest is a person of good moral character and reputation, that the bishop knows nothing that would in any way limit or disqualify the priest from this ministry, and that the bishop is unaware of anything in the cleric's background that would render him unsuitable to work with minor children.

It is also not unheard-of for dioceses/eparchies to require the incoming priest to furnish a local criminal history record, a written biography, and other documents indicating his suitability for ministry in this country. The staff of the SCYP is working on a resource for the dioceses/eparchies to assist them in this area.

The following table provides statistics from the 2009 audit reflecting the various populations in each category for whom background evaluations are to be conducted, the actual number checked, and the percentage of the total.

CATEGORY	NUMBER TO BE CHECKED	NUMBER CHECKED	PERCENTAGE CHECKED
Priests	38,098	38,048	99.9
Deacons	14,723	14,712	99.9
Candidates for Ordination	6,249	6,205	99.3
Educators	167,101	166,896	99.9
Employees	246,532	245,404	99.5
Volunteers	1,656,400	1,642,447	99.2

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**ARTICLE 14.** Transfers of clergy who have committed an act of sexual abuse against a minor for residence, including retirement, shall be as in accord with Norm 12 of the *Essential Norms*. (Cf. *Proposed Guidelines on the Transfer or Assignment of Clergy and Religious*, adopted by the USCCB, the Conference of Major Superiors of Men, the Leadership Conference of Women Religious, and the Council of Major Superiors of Women Religious in 1993.)

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 14.**

Though the audit process does not include an audit for compliance with the *Essential Norms*, this particular article specifically states that article compliance is dependent on conformance with Norm 12. Article 14 prohibits transfers of clergy who have committed an act of sexual abuse against a minor for residence, including retirement, in accord with Norm 12.

Norm 12 additionally states:

- “Every bishop/eparch who receives a priest or deacon from outside his jurisdiction will obtain the necessary information regarding any past act of sexual abuse of a minor by the priest or deacon in question.”
- Also, “before such a diocesan/eparchial priest or deacon can be transferred for residence to another diocese/eparchy, his diocesan/eparchial bishop shall forward, in a confidential manner, to the bishop of the proposed place of residence any and all information concerning any act of sexual abuse of a minor and any other information indicating that he has been or may be a danger to children or young people.”
- “In the case of the assignment for residence of such a clerical member of an institute or a society into a local community within a diocese/eparchy, the major superior shall inform the diocesan/eparchial bishop and share with him in a manner respecting the limitations of confidentiality found in canon and civil law all information concerning any act of sexual abuse of a minor and any other information indicating that he has been or may be

a danger to children or young people so that the bishop/eparch can make an informed judgment that suitable safeguards are in place for the protection of children or young people.”

To assist with compliance with this article, the CPCYP was asked to provide the following model or sample letters:

1. A model letter affirming the suitability of a religious priest for a stable assignment in a diocese/eparchy
2. A model letter affirming the suitability of religious priests for temporary ministry
3. A model for a celebret, or testimonial letter acknowledging a diocesan priest’s suitability for ministry

After thorough discussion by the CPCYP and in consultation with the bishops’ Committee on Canonical Affairs and Church Governance, these model letters were presented to all the bishops, confident that they provide the essential information that a diocesan bishop or eparch would need in order to accept a priest into the diocese or eparchy for ministry.

Though the USCCB has no authority to require bishops or eparchs to utilize these texts, these sample letters were offered simply as models for consideration when implementing church law.

All dioceses/eparchies are in compliance with this article. No clergy with a history of sexual abuse has been transferred from one diocese to another. All dioceses/eparchies have policies and procedures in place whereby visiting priests are to present information indicating their standing within the diocese in which they are incardinated. This is required when a visiting cleric is in the diocese for a specific date and purpose—such as to officiate at a wedding as well as to complete an assignment lasting several months or years.

This article requires increased communication not only between bishops and major superiors, but also between bishops as they inform each other of the status of priests that are traveling to perform ministry in another diocese.

While there is written policy on this matter, parish audits determined that not all parish personnel are aware of diocesan/eparchial policies pertaining to this requirement, especially when a visiting priest is coming to officiate on a one-time basis. Dioceses/eparchies need to make a special effort to promulgate a policy of this nature to ensure it is being followed at the parish level.

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**ARTICLE 15.** To ensure continuing collaboration and mutuality of effort in the protection of children and young people on the part of the bishops and religious ordinaries, two representatives of the Conference of Major Superiors of Men are to serve as consultants to the Committee for the Protection of Children and Young People. At the invitation of the Major Superiors, the Committee will designate two of its members to consult with its counterpart at CMSM. Diocesan/eparchial bishops and major superiors of clerical institutes or their delegates are to meet periodically to coordinate their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in a diocese/eparchy.

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 15.**

Article 15 requires that a representative from the Conference of Major Superiors of Men (CMSM) serve on the CPCYP and that, at the invitation of CMSM, the CPCYP will designate two of its members to consult with its counterpart at CMSM. The purpose of this article is for bishops and religious ordinaries (major superiors) to maintain open communication on *Charter*-related matters and to collaborate on efforts in the protection of children and young people on the part of the bishops and religious ordinaries. To this end, Article 15 also requires regular meetings to take place between major superiors and bishops for the purpose of coordinating their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in a diocese/eparchy. The *Charter* is silent on the definition of “regular meetings.”

The president of CMSM, Fr. Tom Cassidy, SCJ, and its executive director, Fr. Paul Lininger, OFM Conv, are consultants to the CPCYP. They attend the quarterly meetings of the CPCYP, present reports to the

bishops, and participate in discussions on all agenda items. Fr. Lininger also serves as a consultant to the *Charter* Review Committee.

Two representatives of the CPCYP in turn attend the yearly CMSM National Board meeting; in February 2009, Bishops Cupich and Conlon attended the CMSM National Board meeting in Jacksonville, Florida. These meetings provide the opportunity for ongoing dialogue regarding *Charter*-related issues and concerns.

Auditors report that in all dioceses/eparchies, the communication between bishops and major superiors that have a presence in the diocese is open and for the most part ongoing, but usually centering on matters unrelated to the *Charter*. There are instances wherein the communication is infrequent—though the relationship is deemed to be a positive one. However, it is becoming more and more common for the audits to find that a bishop has not spoken to the respective major superior within the audit period for the specific purpose of coordinating their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in the diocese/eparchy. With the numerous changes in bishops, as well as with major superiors, these specific conversations are necessary at least on an annual basis and/or when there is a change in the bishop or major superior, to avoid confusion and miscommunication when allegations involving religious members surface.

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**ARTICLE 16.** Given the extent of the problem of the sexual abuse of minors in our society, we are willing to cooperate with other churches and ecclesial communities, other religious bodies, institutions of learning, and other interested organizations in conducting research in this area.

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 16.**

All dioceses/eparchies are in compliance with Article 16. This year 193 out of 195 dioceses/eparchies responded to the Center for Applied Research in the Apostolate’s (CARA) 2009 Annual Survey of Allegations and Costs. Additionally, 159 out of 219

religious orders responded to this survey. Many dioceses/eparchies are also cooperating with the researchers from the John Jay College of Criminal Justice in New York in support of the Causes and Context Study commissioned by the bishops and overseen by the NRB. The Causes and Context Study is a retroactive study of the phenomenon of clergy sexual abuse in the United States. The results of this study will be a substantive analysis that helps the church leaders to better understand the issues that led to the abuse as well as the response (or lack of it) to the crisis.

Additionally, bishops and their staffs have cooperated with a variety of church and community groups to create safe environments for all children. Dioceses/eparchies are actively involved in local and state community outreach projects, such as child abuse prevention chapters, the National Center for Missing & Exploited Children's Take 25 Program, governors' committees, and child advocacy boards. A staff member of the SCYP is an active participant with the National Center for Missing & Exploited Children's Take 25 Program at the national level. The goal of Take 25 is to heighten awareness about children's safety issues throughout the United States. With a focus on prevention, the campaign encourages parents, guardians, and other trusted adult role models to spend time (25 minutes) talking to kids and teaching them ways to be safer.

Several dioceses use county fairs and parish events as venues to disseminate prevention information to the general public. Dioceses/eparchies specifically report working with Anglican, Baptist, and AME church groups and Jewish synagogues to help their communities' efforts to prevent child abuse.

At the USCCB level, the CPCYP chair, Bishop Cupich, along with Judge Michael Merz, then chair of the NRB, and Ms. Teresa Kettelkamp, Executive Director of the SCYP, attended the 2009 Anglophone Conference meeting held in Rome at Domus Sanctae Marthae in the Vatican in June. This was the 10th meeting of this conference.

For more information on the 2009 Anglophone Conference, see the summary discussion under Article 8, above.

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**ARTICLE 17.** We pledge our complete cooperation with the Apostolic Visitation of our diocesan/eparchial seminaries and religious houses of formation recommended in the Interdicasterial Meeting with the Cardinals of the United States and the Conference Officers in April 2002.

We commit ourselves to work individually in our dioceses/eparchies and together as a Conference, through the appropriate committees, to strengthen our programs both for initial priestly formation and for the ongoing formation of priests. With new urgency, we will promote programs of human formation for chastity and celibacy for both seminarians and priests based upon the criteria found in *Pastores Dabo Vobis*, the *Program of Priestly Formation*, and the *Basic Plan for the Ongoing Formation of Priests*. We will continue to assist priests, deacons, and seminarians in living out their vocation in faithful and integral ways.

We bishops and eparchs commit ourselves to work as one with our brother priests and deacons to foster reconciliation among all people in our dioceses/eparchies, especially with those individuals who were themselves abused and the communities that have suffered because of the sexual abuse of minors that occurred in their midst.

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**All dioceses/eparchies that participated in the 2009 on-site compliance audits were in compliance with Article 17.**

Article 17 calls for cooperation with the apostolic visitation of the seminaries, requires dioceses/eparchies to strengthen initial and ongoing priestly formation, and calls for the promotion of programs of human formation for chastity and celibacy for seminarians and priests based on criteria found in *Pastores Dabo Vobis* and the *Basic Plan for the Ongoing Formation of Priests*. The apostolic visitation was completed in the summer of 2006, with the report dated December 15, 2008.

With this article, the bishops and eparchs also pledge to help priests, deacons, and seminarians to live out their vocations in a way consistent with the teachings of Jesus Christ and the Church. Bishops and eparchs also commit themselves to work together and foster reconciliation among all people, especially those abused and the communities that have suffered.

All dioceses/eparchies are in compliance with Article 17.

Living one's vocation and a life of integrity true to one's promises and vows is core to the strength of the priesthood. Dioceses/eparchies are especially careful concerning the formation of seminarians. That formation includes mandatory yearly retreats, classes and discussions on human formation and sexuality, annual assemblies with the bishop, required spiritual direction, and other structured and unstructured learning opportunities. It is also common for many bishops or directors of vocations to meet regularly with seminarians throughout their formation years.

Furthermore, dioceses/eparchies are committing time and resources to the ongoing formation of their clergy. Many of the same types of ongoing formation required for members of the clergy in the dioceses are similar to the formation they received at the seminary: annual convocations, retreats, educational opportunities,

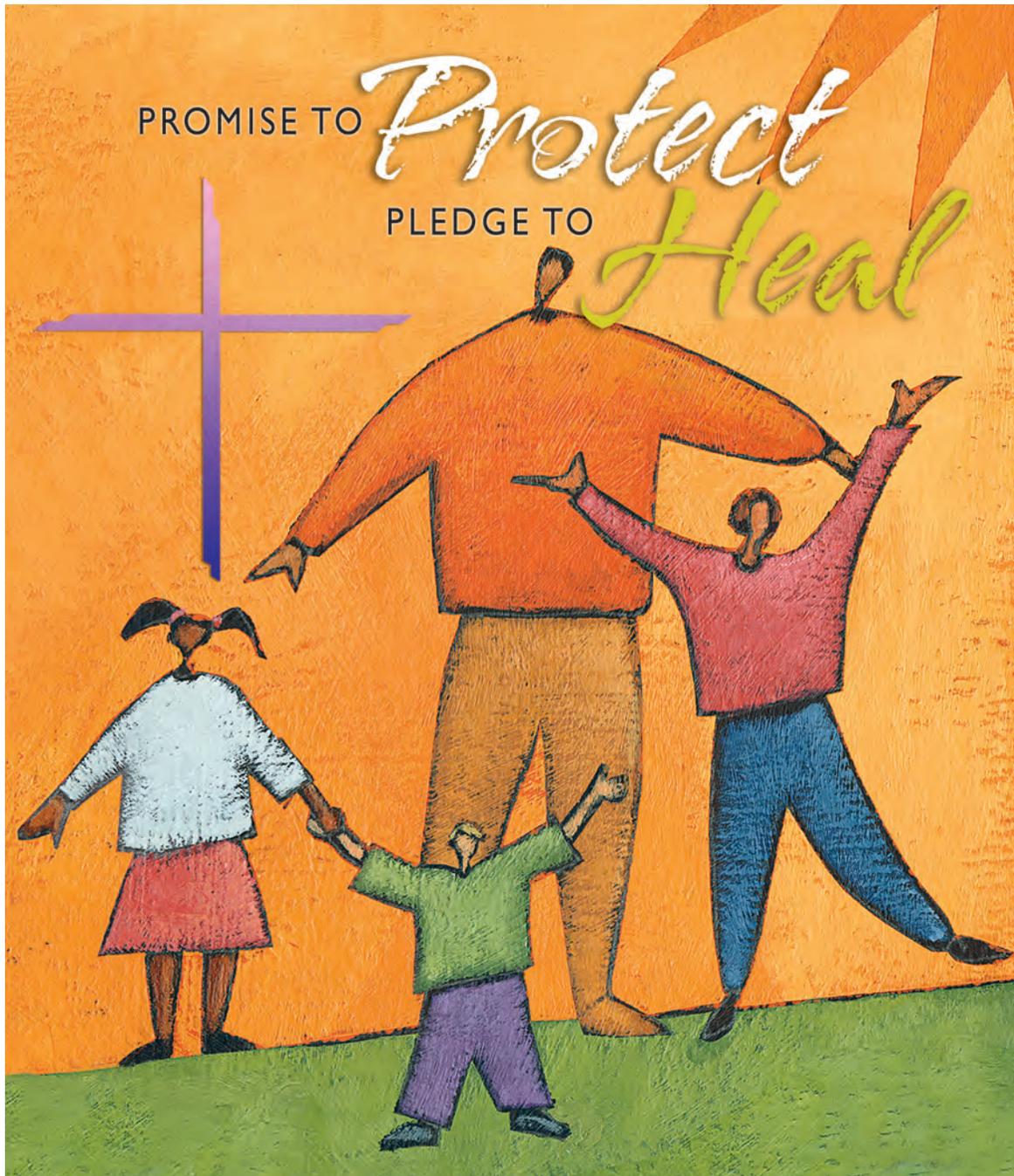
spiritual direction, and discussions regarding the four dimensions of formation (spiritual, pastoral, intellectual, and human). Convocations often address these four pillars and specifically discuss what clergy can do daily, weekly, monthly, and annually to strengthen each of these pillars within their own lives.

Lastly, but of equal importance, the article stipulates the need for clergy to establish, cultivate, and maintain fraternal solicitude. Placing a priority on priestly fraternity will serve to strengthen and support the clergy serving the Church.

Reconciliation among all people—especially those who were abused, and the parishes most directly affected—is an ongoing initiative as part of the diocesan/eparchial outreach activities and efforts. Masses, retreats, healing gardens, prayer groups, and evenings with the bishop are among the examples provided by the dioceses/eparchies of those efforts.

#### Note

- 1 A "Required Action" is a notification about a step or action that a diocese needs to take to fulfill a particular requirement of the *Charter*.



# Section II



## CHAPTER FOUR

# 2009 Survey of Allegations and Costs

## *A Summary Report for the Secretariat of Child and Youth Protection United States Conference of Catholic Bishops*

February 2010

Center for Applied Research in the Apostolate  
Georgetown University  
Washington, D.C.

### INTRODUCTION

At their Fall General Assembly in November 2004, the United States Conference of Catholic Bishops (USCCB) commissioned the Center for Applied Research in the Apostolate (CARA) at Georgetown University to design and conduct an annual survey of all the dioceses and eparchies whose bishops or eparchs are members of the USCCB. The purpose of this survey is to collect information on new allegations of sexual abuse of minors and the clergy against whom these allegations were made. The survey also gathers information on the amount of money dioceses and eparchies have expended as a result of allegations as well as the amount they have paid for child protection efforts. The national level aggregate results from this survey for each calendar year are prepared for the USCCB and reported in its *Annual Report of the Implementation of the "Charter for the Protection of Children and Young People."*

The questionnaire for the 2009 *Annual Survey of Allegations and Costs* was designed by CARA in consultation with the Secretariat of Child and Youth Protection and was nearly identical to the versions used from 2004 to 2008. As in previous years, CARA prepared an online version of the survey and hosted it

on the CARA website. Bishops and eparchs received information about the process for completing the survey in their mid-November correspondence from the USCCB and were asked to provide the name of the contact person who would complete the survey. The Conference of Major Superiors of Men (CMSM) also invited major superiors of clerical and mixed religious institutes to complete a similar survey for their congregations, provinces, or monasteries.

CARA completed data collection for the 2009 annual survey on February 5, 2010. A total of 193 of the 195 dioceses and eparchies of the USCCB completed the survey, for a response rate of 99 percent. The Diocese of Gallup was unable to provide a response by the February 5 deadline and the Diocese of Lincoln once again declined to participate. A total of 159 of the 219 clerical and mixed religious institutes that belong to CMSM responded to the survey, for a response rate of 73 percent. The overall response rate for dioceses, eparchies, and religious institutes was 85 percent, about the same response rate as in previous years for this survey. CARA then prepared the national level summary tables and graphs of the findings for calendar year 2009, with tables comparing allegations and costs from 2004-2009, which are presented in this report.

## DIOCESES AND EPARCHIES

### The Data Collection Process

Dioceses and eparchies began submitting their data for the 2009 survey in mid-December 2009. CARA contacted every diocese or eparchy that had not sent in a contact name by January 1, 2010 to obtain the name of a contact person to complete the survey. CARA and the Secretariat sent multiple e-mail and phone reminders to these contact persons to encourage a high response rate.

By February 5, 2010, a total of 193 of the 195 dioceses and eparchies of the USCCB had responded to the survey, for a response rate of 99 percent. The Diocese of Gallup was unable to provide a response by the February 5 deadline and the Diocese of Lincoln once again declined to participate. The participation rate among the dioceses and eparchies increased from 93 percent in 2004, to 94 percent in 2005, and then to 99 percent in 2006, where it has remained.

A copy of the survey instrument for dioceses and eparchies is included in this report at Appendix B.

### Credible Allegations Received by Dioceses and Eparchies in 2009

The responding dioceses and eparchies reported that between January 1 and December 31, 2009, they

received 398 new credible allegations of sexual abuse of a minor by a diocesan or eparchial priest or deacon. These allegations were made by 398 individuals against 286 priests or deacons. As Table 1 shows, these are the lowest numbers of victims, allegations, and offenders reported in any of the years since 2004, when CARA first began gathering these data for the USCCB.

Compared to 2008, new reports of allegations decreased by more than a third (from 625 new credible allegations in 2008 to 398 new credible allegations in 2009). The number of alleged offenders also decreased by a third, from 425 alleged offenders reported in 2008 to 286 alleged offenders reported in 2009.

Of the 398 new allegations reported in 2009, six allegations (2 percent), involved children under the age of 18 in 2009. The remaining 392 allegations were made by adults who are alleging abuse when they were minors. By comparison, ten allegations in 2008 (2 percent of all new allegations received in 2008), four allegations in 2007 (less than 1 percent of all new allegations received in 2007), 14 allegations in 2006 (2 percent of all new allegations received in 2006), nine allegations in 2005 (1 percent of all new allegations received in 2005), and 22 allegations in 2004 (2 percent of new allegations received in 2004) involved children under the age of 18 in each of those years.

Table 1. New Credible Allegations Reported by Dioceses and Eparchies.

	2004	2005	2006	2007	2008	2009	Change (+/-) 2008-2009	Percentage Change
Victims	889	690	632	598	620	398	-222	-36%
Allegations	898	695	635	599	625	398	-227	-36%
Offenders	622	463	394	415	423	286	-137	-32%

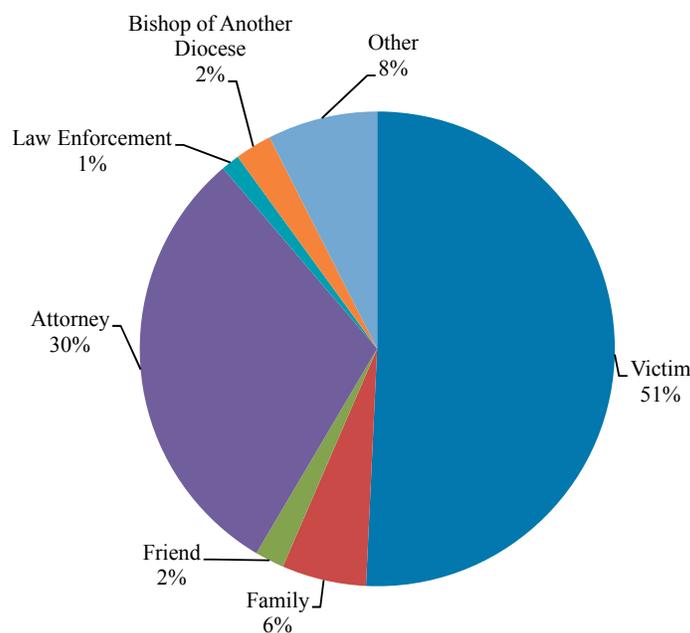
*Sources: Annual Survey of Allegations and Costs, 2004-2009*

Figure 1 illustrates the way in which allegations were reported to the dioceses or eparchies in 2009. Half of all new allegations (51 percent) were reported by the victim and three in ten (30 percent) were reported by an attorney.

Compared to 2008, there are few differences in who reported the allegations:

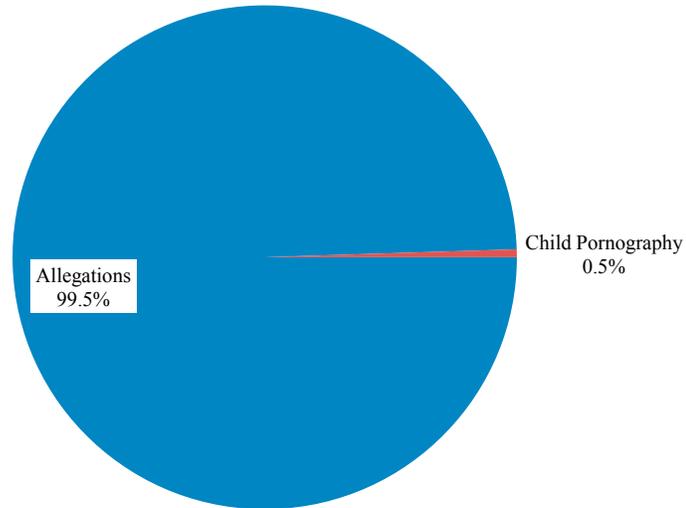
- Allegations reported by family members decreased slightly, from 8 percent in 2008 to 6 percent in 2009.
- A friend of the victim reported 2 percent of allegations in 2009, compared to 1 percent in 2008.
- A bishop of another diocese reported 2 percent of allegations in 2009, compared to 4 percent in 2008.
- Eight percent of all allegations were reported by someone other than the victim, an attorney, a family member, a friend, law enforcement, or a bishop from another diocese, compared to 5 percent in 2008. Some of these other persons reporting allegations include other priests, self-disclosure by the perpetrator, anonymous letters, reports from counselors or therapists, medical personnel, and other social service personnel.

Figure 1. Method of Reporting Allegations of Abuse: Dioceses and Eparchies.



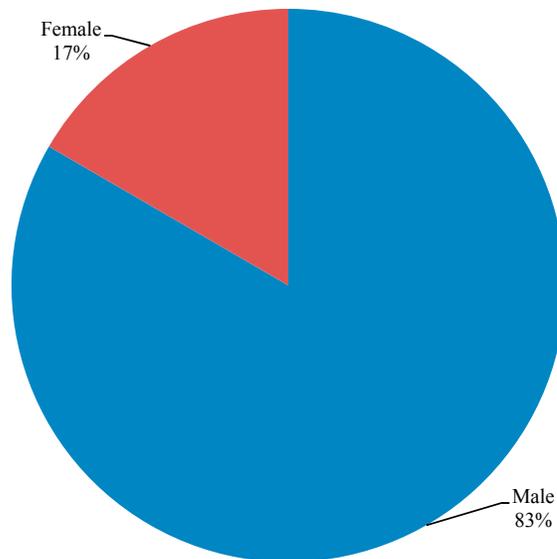
Source: 2009 Survey of Allegations and Costs

Figure 2. Percentage of Allegations Involving Only Child Pornography: Dioceses and Eparchies.



Source: 2009 Survey of Allegations and Costs

Figure 3. Sex of Abuse Victim: Dioceses and Eparchies.



Source: 2009 Survey of Allegations and Costs

Figure 2 presents the percentage of all new allegations of abuse that were cases involving solely child pornography. Of the 398 total allegations, two allegations involved only child pornography, one more than in 2008.

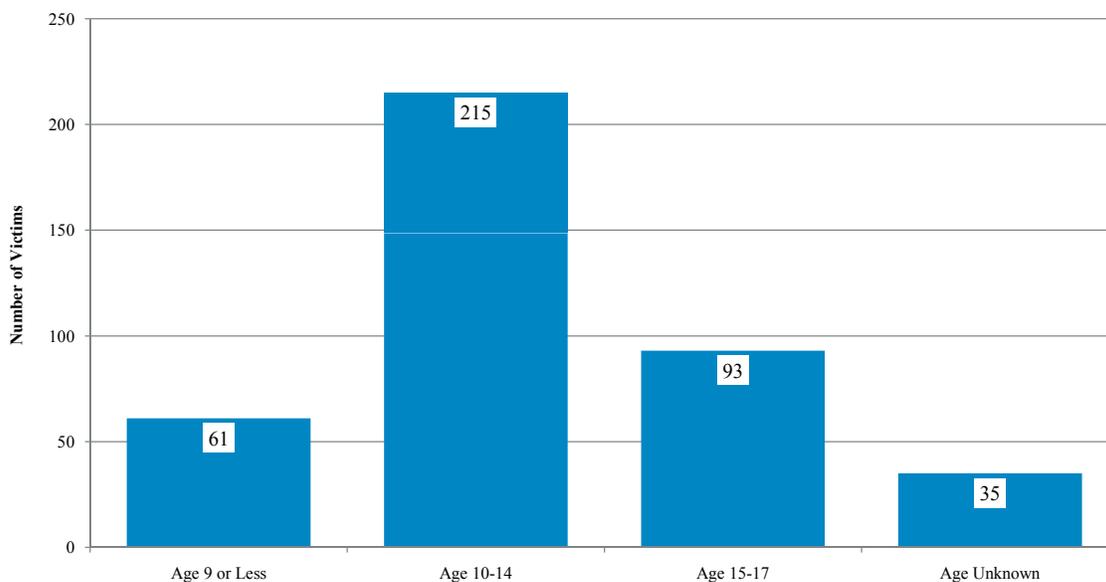
### Victims, Offenses, and Offenders in 2009

The sex of seven of the 398 alleged victims reported in 2009 was not identified in the allegation. Among those for whom the sex of the victim was reported, 83 percent (326 victims) were male and 17 percent (65 victims) were female. This proportion is illustrated in Figure 3.

The proportion of male and female victims is nearly identical to that reported in 2008 (84 percent males and 16 percent females).

More than half of the victims (54 percent) were between the ages of 10 and 14 when the alleged abuse began. A quarter (23 percent) were between the ages of 15 and 17, while 15 percent were younger than age 10. The age could not be determined for 9 percent of victims. Figure 4 presents the distribution of victims by age at the time the alleged abuse began.

Figure 4. Age of Victim When Abuse Began: Dioceses and Eparchies.



Source: 2009 Survey of Allegations and Costs

Figure 5 shows the years in which the abuse reported in 2009 was alleged to have occurred or begun. For the majority of new allegations (71 percent), the abuse occurred or began between 1960 and 1984. The most common time period for allegations reported in 2009 was 1975-1979. This is approximately the same time pattern that has been reported in previous years, with most allegations reportedly occurring or beginning between the mid-1960s and the mid-1980s. For 14 new allegations reported in 2009 (4 percent), no time frame for the alleged abuse could be determined by the allegation.

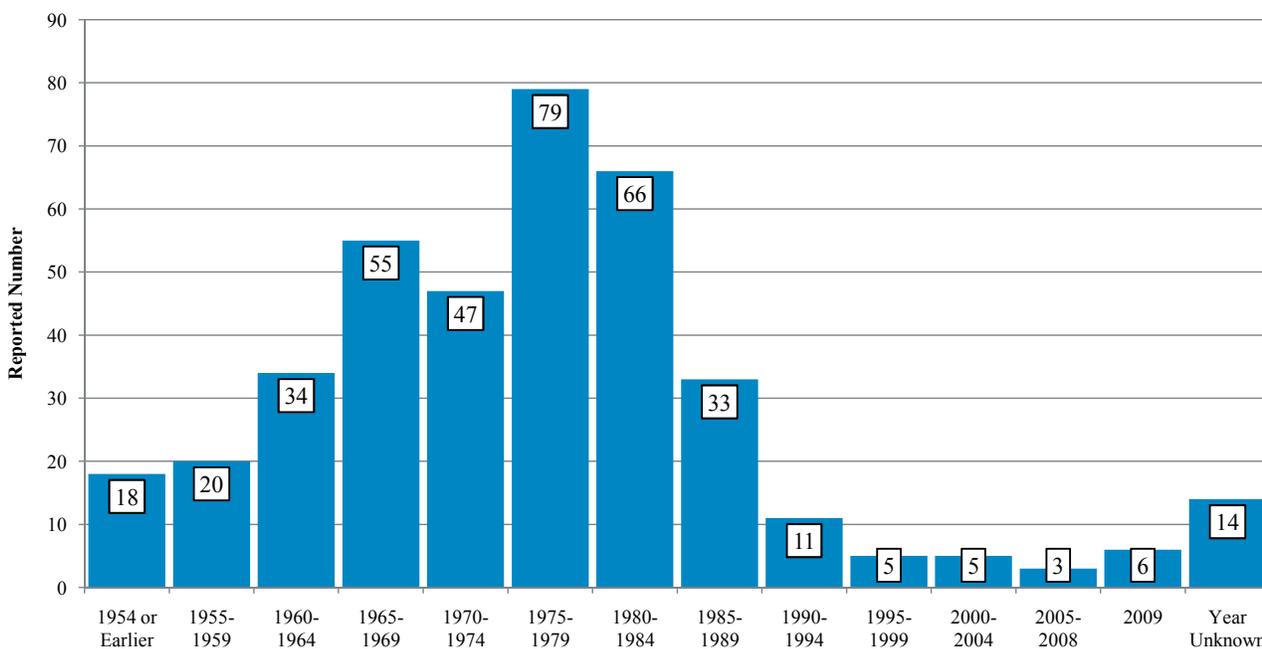
Of the 286 diocesan or eparchial priests or deacons that were identified in new allegations in 2009, most (82 percent) had been ordained for the diocese or eparchy in which the abuse was alleged to have occurred. At the time of the alleged abuse, 6 percent of alleged perpetrators were priests or deacons who were incardinated into that diocese or eparchy and 3 percent were extern priests who were serving in the diocese temporarily. Six of the alleged perpetrators (2 percent) identified in new allegations in 2009 were

permanent deacons. Seven percent of alleged perpetrators were classified as “other,” most commonly because they were either unnamed in the allegation or their name was unknown to the diocese or eparchy. Figure 6 displays the ecclesial status of offenders at the time of the alleged offense.

More than half (55 percent) of the 286 priests and deacons identified as alleged offenders in 2009 had already been identified in prior allegations. In 2008, that proportion was 59 percent. Figure 7 depicts the percentage with prior allegations in 2009, compared to previous years.

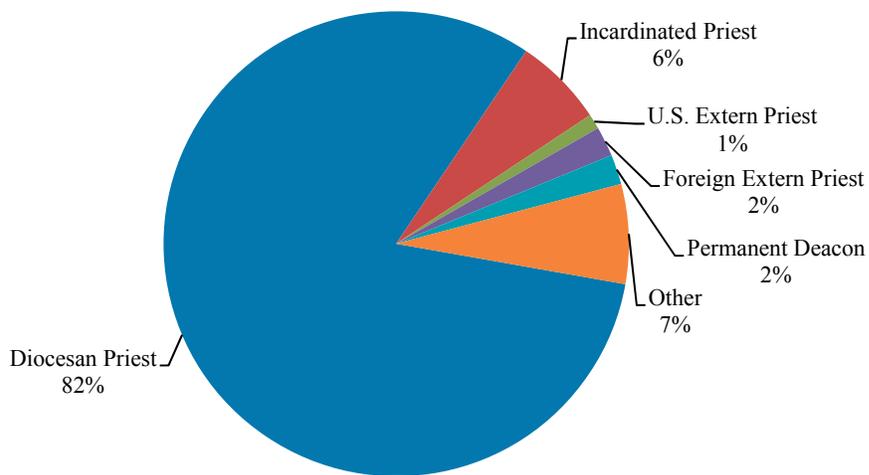
Seven in ten alleged offenders (71 percent) identified in 2009 are deceased, already removed from ministry, already laicized, or missing. Another 13 priests or deacons (5 percent) were permanently removed from ministry in 2009. In addition to the 13 offenders identified in 2009 and permanently removed from ministry in 2009, another 21 priests or deacons who had been identified in allegations of abuse *before* 2009 were permanently removed from ministry in 2009.

Figure 5. Year Alleged Offense Occurred or Began: Dioceses and Eparchies.



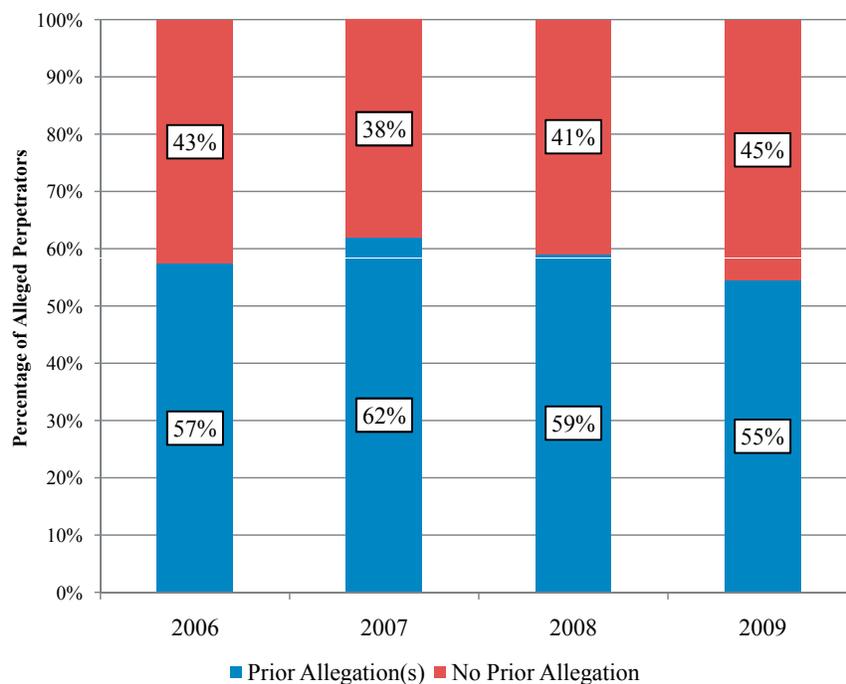
Source: 2009 Survey of Allegations and Costs

Figure 6. Ecclesial Status of Alleged Perpetrator: Dioceses and Eparchies.



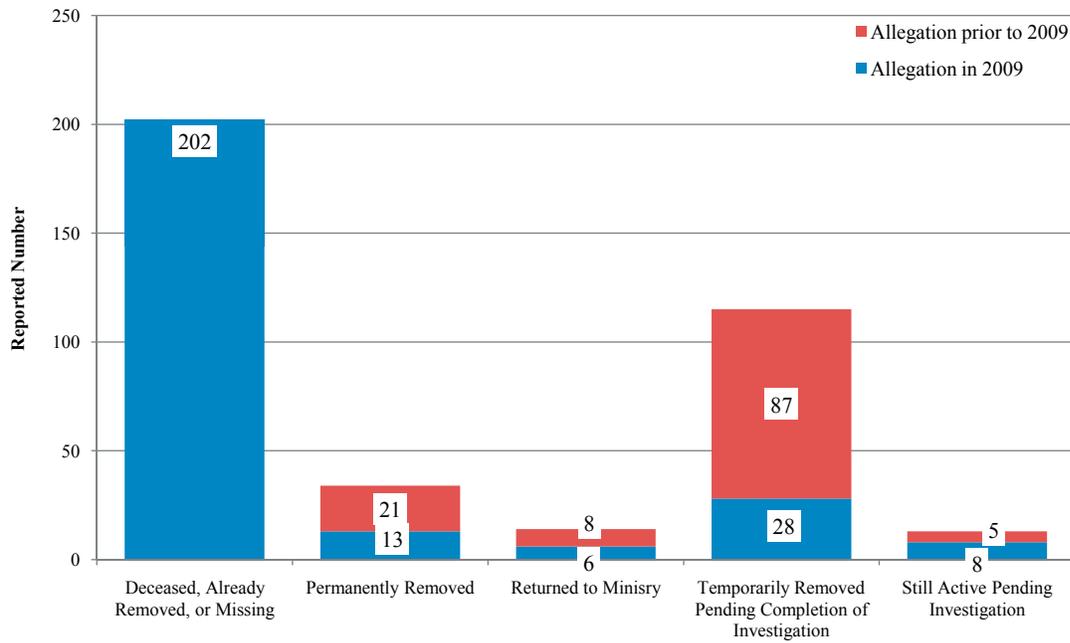
Source: 2009 Survey of Allegations and Costs

Figure 7. Percentage of Alleged Perpetrators with Prior Allegations: Dioceses and Eparchies.



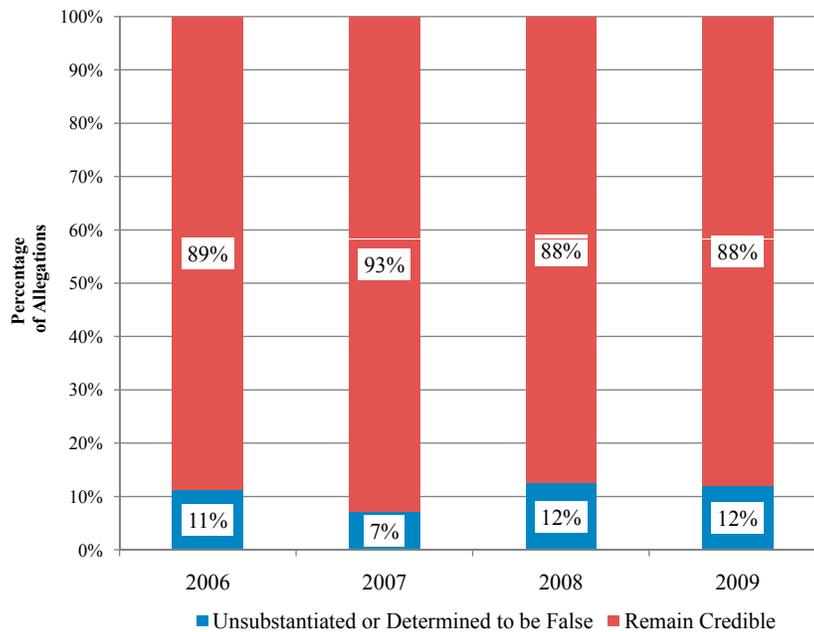
Sources: Annual Survey of Allegations and Costs, 2006-2009

Figure 8. Current Status of Alleged Perpetrators: Dioceses and Eparchies.



Source: 2009 Survey of Allegations and Costs

Figure 9. New Allegations Unsubstantiated or Determined to Be False: Dioceses and Eparchies.



Sources: Annual Survey of Allegations and Costs, 2006-2009

A total of 14 priests or deacons were returned to ministry in 2009 based on the resolution of an allegation made during or prior to 2009 (six who were identified in 2009 and eight who were identified before 2009). In addition, 115 priests or deacons (28 who were identified in 2009 and 87 who were identified before 2009) have been temporarily removed from ministry pending completion of an investigation. Notwithstanding the year in which the abuse was reported, 13 diocesan and eparchial clergy remain in active ministry pending a preliminary investigation of an allegation (eight who were identified in 2009 and five who were identified prior to 2009). Figure 8 shows the current status of alleged offenders.

Of the 398 new credible allegations reported in 2009, 48 new allegations (12 percent) were unsubstantiated or determined to be false by December 31, 2009. In addition, 23 allegations received prior to 2009 were unsubstantiated or determined to be false during 2009. Figure 9 presents the percentage of all new credible allegations received in 2009 that were unsubstantiated or determined to be false in 2009, compared to previous years.

### Costs to Dioceses and Eparchies in 2009

Dioceses and eparchies that responded to the survey and reported costs related to allegations paid out \$104,439,629 in 2009. This includes payments in 2009 for allegations reported in previous years. Thirty-four

responding dioceses and eparchies reported no expenditures in 2009 related to allegations of sexual abuse of a minor. Table 2 compares payments by dioceses and eparchies from 2004 through 2009 across several categories of allegation-related expenses. The total costs reported by dioceses and eparchies in 2009 are \$271,802,102 less than those reported in 2008.

More than half of the payments by dioceses and eparchies in 2009 (53 percent) were for settlements to victims. Attorneys' fees constituted an additional quarter (27 percent) of the total cost (\$28,705,402).<sup>1</sup> Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to another 10 percent of allegation-related costs (\$10,894,368).<sup>2</sup> An additional 6 percent of the total cost was for payments for therapy for victims (if not already included in the settlement).

Among the "other" costs reported by dioceses and eparchies (\$3,255,744) are payments for items such as investigations of allegations, medical costs and other support for victims or survivors, costs for medication, travel expenses for victims, therapy for family members of victims, costs for victim hotlines, clergy misconduct review boards, public service announcements and outreach materials, canonical trials and case processing, insurance premiums, and USCCB compliance audit costs.

Table 2. Costs Related to Allegations by Dioceses and Eparchies.

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
<b>2004</b>	\$93,364,172	\$6,613,283	\$1,413,093	\$32,706,598	\$5,485,011	<b>\$139,582,157</b>
<b>2005</b>	\$386,010,171	\$7,648,226	\$11,831,028	\$36,467,516	\$3,729,607	<b>\$445,686,548</b>
<b>2006</b>	\$220,099,188	\$9,731,815	\$30,362,609	\$69,780,366	\$2,996,581	<b>\$332,970,559</b>
<b>2007</b>	\$420,385,135	\$7,243,663	\$13,347,981	\$53,394,074	\$4,308,005	<b>\$498,678,858</b>
<b>2008</b>	\$324,181,740	\$7,114,697	\$11,605,914	\$29,572,948	\$3,766,432	<b>\$376,241,731</b>
<b>2009</b>	\$55,048,006	\$6,536,109	\$10,894,368	\$28,705,402	\$3,255,744	<b>\$104,439,629</b>
<b>Change (+/-)</b>						
<b>2008-2009</b>	-\$269,133,734	-\$578,588	-\$711,546	-\$867,546	-\$510,688	<b>-\$271,802,102</b>

*Sources: Annual Survey of Allegations and Costs, 2004-2009*

Figure 10 displays the costs paid by dioceses and eparchies for settlements and for attorneys' fees from 2004 through 2009.

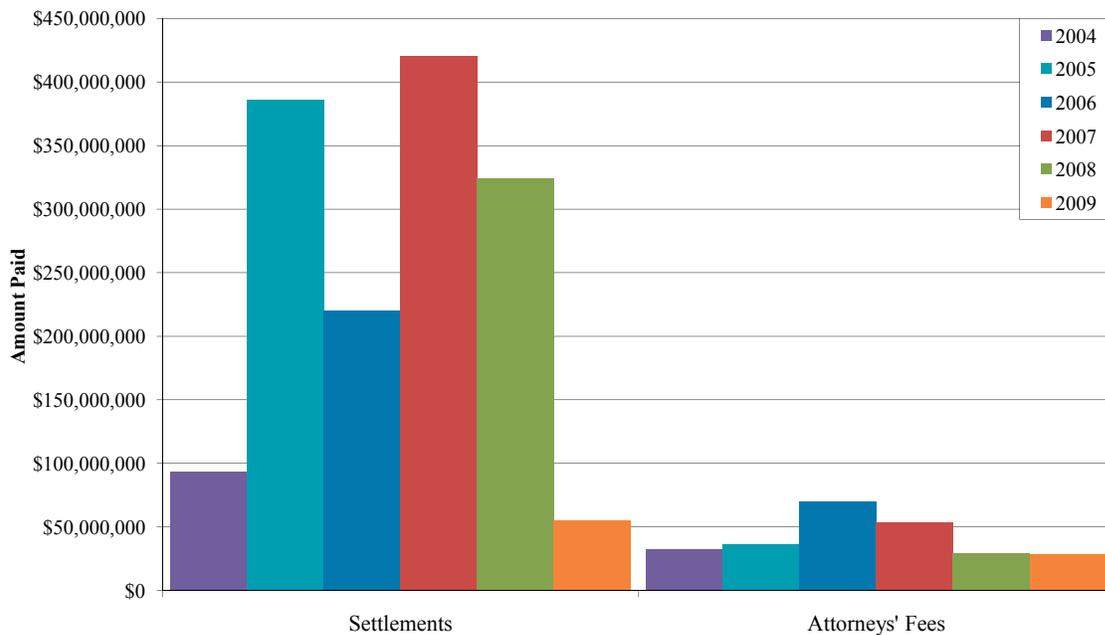
Compared to 2008, amounts paid for settlements in 2009 decreased by 83 percent and the amount paid in attorneys' fees declined by 3 percent. Amounts paid for therapy for victims, support for offenders, and other costs also declined between 6 and 14 percent during that time.

Figure 11 illustrates the total allegation-related costs paid by dioceses and eparchies and the approximate proportion of those costs that were covered by diocesan insurance. Diocesan insurance payments covered

a third (34 percent) of the total allegation-related costs paid by dioceses and eparchies in 2009. By comparison, insurance paid for 38 percent of the total allegation-related costs paid by dioceses and eparchies in 2008, just over a third (34 percent) in 2007, just over a quarter (27 percent) in 2006, nearly half (49 percent) in 2005, and a third (32 percent) in 2004.

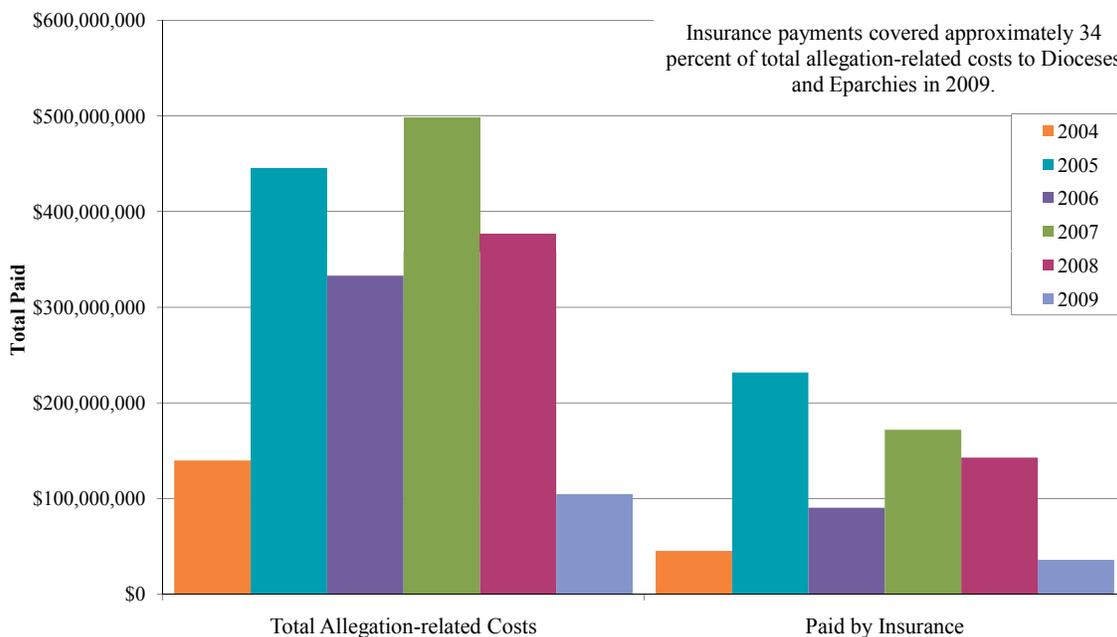
In addition to allegation-related expenditures, at least \$21,271,435 was spent by dioceses and eparchies for child protection efforts such as safe environment coordinators, training programs, and background checks. Figure 12 compares the allegation-related costs to child protection expenditures paid by dioceses and eparchies from 2004 through 2009.

Figure 10. Payments for Settlements and Attorneys' Fees: Dioceses and Eparchies.



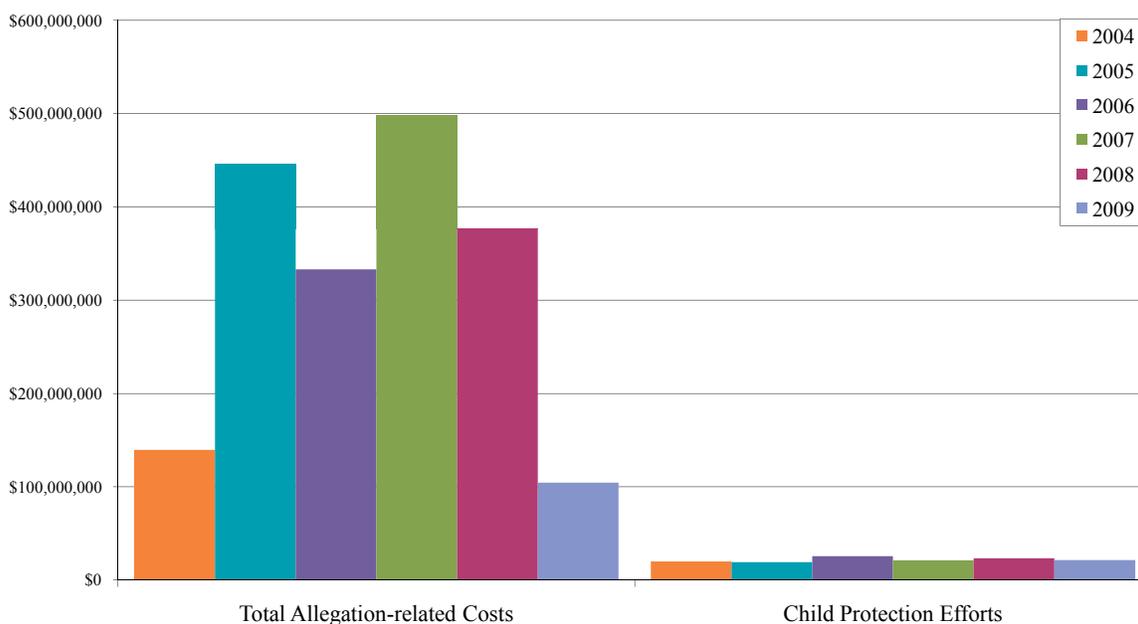
Sources: Annual Survey of Allegations and Costs, 2004-2009

Figure 11. Proportion of Total Allegation-Related Costs Paid by Insurance: Dioceses and Eparchies.



Sources: Annual Survey of Allegations and Costs, 2004-2009

Figure 12. Costs for Settlements and Child Protection Efforts: Dioceses and Eparchies.



Sources: Annual Survey of Allegations and Costs, 2004-2009

**CLERICAL AND MIXED RELIGIOUS INSTITUTES**

The Conference of Major Superiors of Men (CMSM) also encouraged the major superiors of clerical and mixed religious institutes to complete a survey for their congregations, provinces, or monasteries. This survey was nearly identical to the survey for dioceses and eparchies and was also available online at the same site as the survey for dioceses and eparchies. CMSM sent a letter and a copy of the survey to all member major superiors in late November 2009 requesting their participation. CARA and CMSM also sent several e-mail and fax reminders to major superiors to encourage them to respond. By February 5, 2010, CARA received responses from 159 of the 219 clerical and mixed religious institutes that belong to CMSM, for a response rate of 73 percent. This is an identical response rate to that received in 2008 and in 2007, and slightly higher than the three previous years of the survey (68 percent in 2006, 67 percent in 2005, and 71 percent in 2004).

A copy of the survey instrument for religious institutes is included at Appendix C.

**Credible Allegations Received by Clerical and Mixed Religious Institutes in 2009**

The responding clerical and mixed religious institutes reported that between January 1 and December 31, 2009, they received 115 new credible allegations of sexual abuse of a minor committed by a priest or deacon of the community. These allegations were made against 60 individuals who were priest or deacon members of the community at the time the offense was alleged to have occurred. Table 3 presents these numbers and the comparable numbers reported from 2004 through 2008. New reports of allegations have decreased by 35 percent from 2008 and the number of alleged offenders also decreased, by 37 percent.

None of the new allegations reported in 2009 involved children under the age of 18 in 2009. All allegations were made by adults who are alleging abuse as minors in previous years. By comparison, three allegations in 2008 (2 percent of new allegations received in 2008) one allegation in 2007 (1 percent), three allegations in 2006 (4 percent), no allegations in 2005, and one allegation in 2004 involved children under the age of 18 in each of those years.

**Table 3. New Credible Allegations Reported by Religious Institutes.**

	2004	2005	2006	2007	2008	2009	Change (+/-) 2008-2009	Percentage Change
Victims	194	87	78	91	176	115	-61	-35%
Allegations	194	88	79	92	178	115	-63	-35%
Offenders	134	69	54	76	95	60	-35	-37%

*Sources: Annual Survey of Allegations and Costs, 2004-2009*

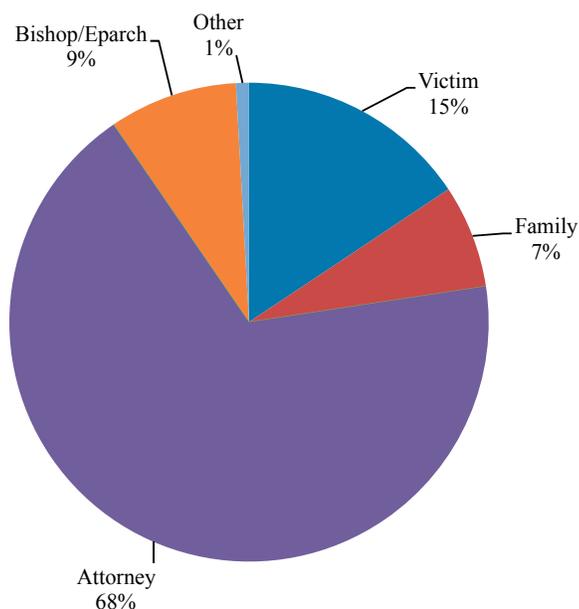
Figure 13 displays the way in which allegations were reported to the religious institutes in 2009. Two-thirds (68 percent) were reported by an attorney. A sixth (15 percent) were reported by the victim and another 9 percent were reported to the religious institute by a bishop or eparch, most typically from the diocese or eparchy in which the accused offender was serving at the time the alleged abuse occurred. Seven percent of allegations were reported by a family member.

Compared to 2008, the proportion of all allegations that were reported by attorneys increased and the proportion reported by a victim decreased. These percentage changes, however, are the result of small differences in the number of allegations within the categories because the total number of allegations reported by religious institutes (115) is much smaller than the total number reported by dioceses and

eparchies (513). Some of the differences in reporting in recent years include:

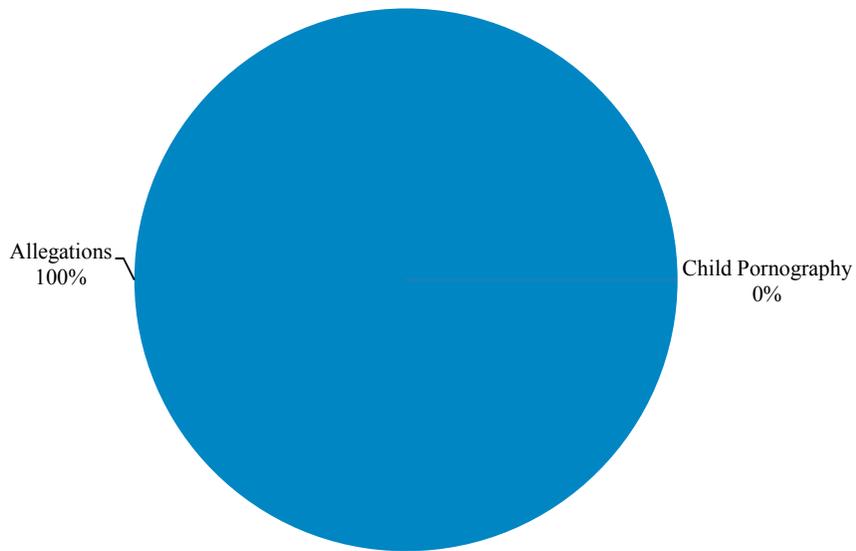
- Attorneys reported 68 percent of allegations in 2009 and 60 percent in 2008, compared to 16 percent of allegations in 2007.
- Victims reported 15 percent of allegations in 2009 and 23 percent in 2008, compared to 38 percent in 2007.
- A bishop or eparch reported 9 percent of allegations in 2009 and 10 percent in 2008, compared to 30 percent in 2007.
- Family members reported 7 percent of allegations in 2009, compared to 3 percent of allegations in 2008 and 2007.
- One percent of new credible allegations in 2009 and in 2008 were reported by “Other,” compared to 10 percent in 2007.

Figure 13. Method of Reporting Allegations of Abuse: Religious Institutes.



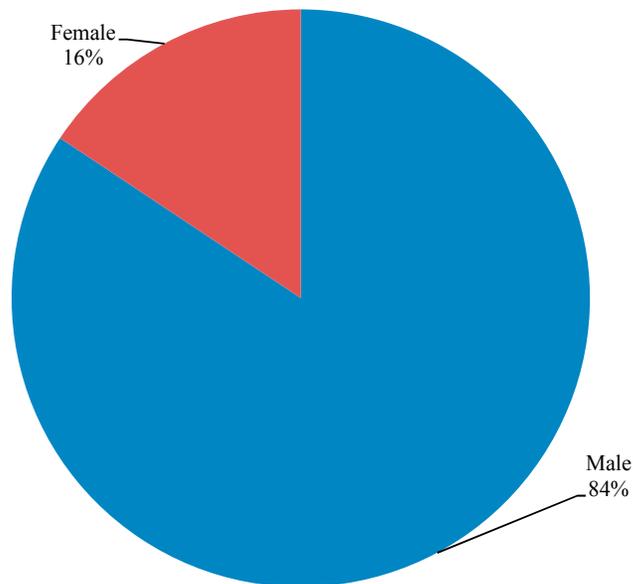
Source: 2009 Survey of Allegations and Costs

Figure 14. Percentage of Allegations Involving Only Child Pornography: Religious Institutes.



Source: 2009 Survey of Allegations and Costs

Figure 15. Sex of Abuse Victim: Religious Institutes.



Source: 2009 Survey of Allegations and Costs

None of the 115 new allegations of abuse were cases solely involving child pornography, as is shown in Figure 14. Similarly, two allegations in 2008, one allegation each in 2007, 2006, 2005, and none in 2004 involved child pornography alone.

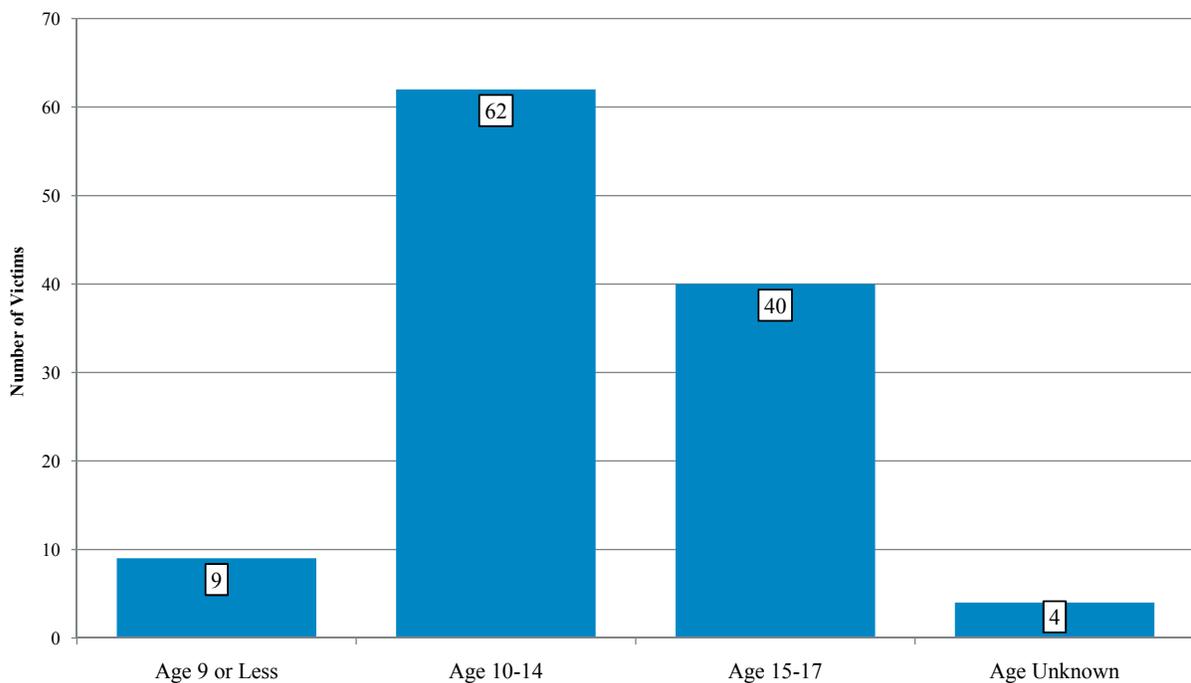
### Victims, Offenses, and Offenders in 2009

Four in five victims reported in 2009 were male (97 victims) and almost one in five (18 victims) was female. This proportion is displayed in Figure 15.

By comparison, in 2008 religious institutes reported that two-thirds of the alleged victims were male and one-third were female.

More than half of victims (54 percent) were ages 10 to 14 when the alleged abuse began. About a third (35 percent) were between 15 and 17, while approximately one in ten (8 percent) was under age 10. The age of the victim could not be determined for four (3 percent) of the new allegations. Figure 16 presents the distribution of victims by age at the time the alleged abuse began.

Figure 16. Age of Victim When Abuse Began: Religious Institutes.



Source: 2009 Survey of Allegations and Costs

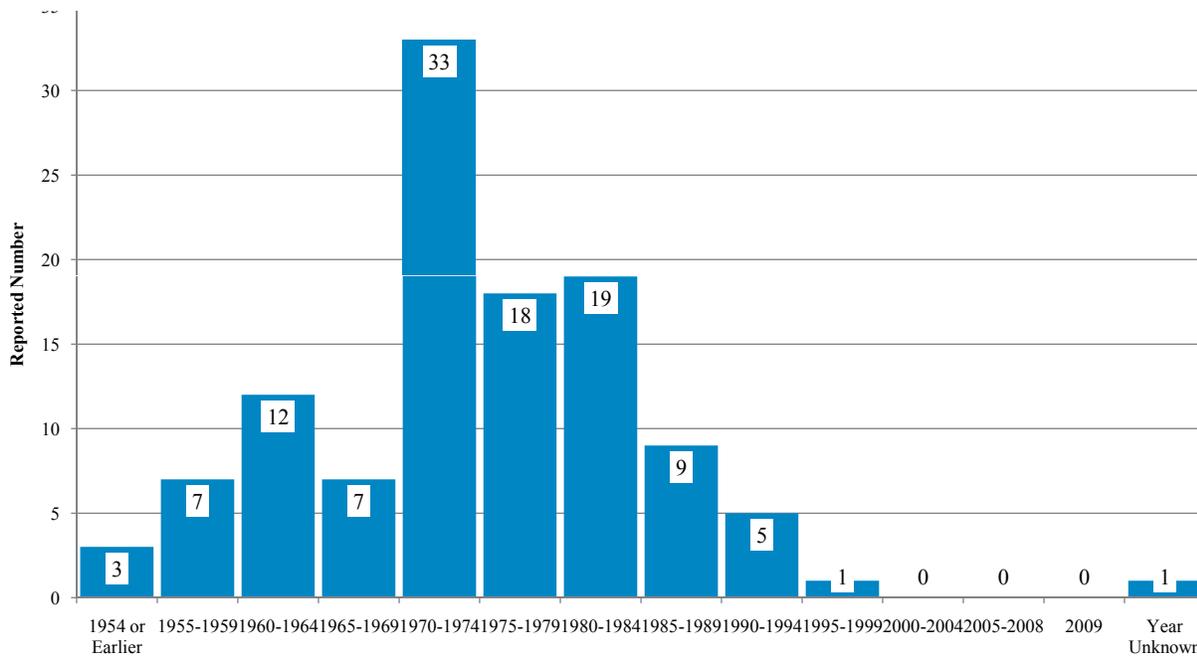
Three-quarters of the new allegations reported in 2009 (77 percent) are alleged to have occurred or begun between 1960 and 1984. Religious institutes reported that 1970-1974 was the most common time period for the alleged occurrences, similar to reports in prior years. None of the new allegations reported in 2009 are alleged to have occurred or begun since 2000. Figure 17 illustrates the years when the allegations reported in 2009 were said to have occurred or begun.

Of the 60 religious priests against whom new allegations were made in 2009, most (82 percent) were priests of a U.S. province or community, serving in the United States at the time the abuse was alleged to have occurred. None of those identified in new allegations in 2009 were deacons. Figure 18 displays the ecclesial status of offenders at the time of the alleged abuse.

Seven percent of the alleged priest offenders were members of the province at the time of the alleged abuse but are now no longer members of their religious institutes. Another 7 percent were priests of the province who were assigned outside of the United States at the time of the alleged abuse and 2 percent were priests who were members of another province at the time of the alleged abuse.

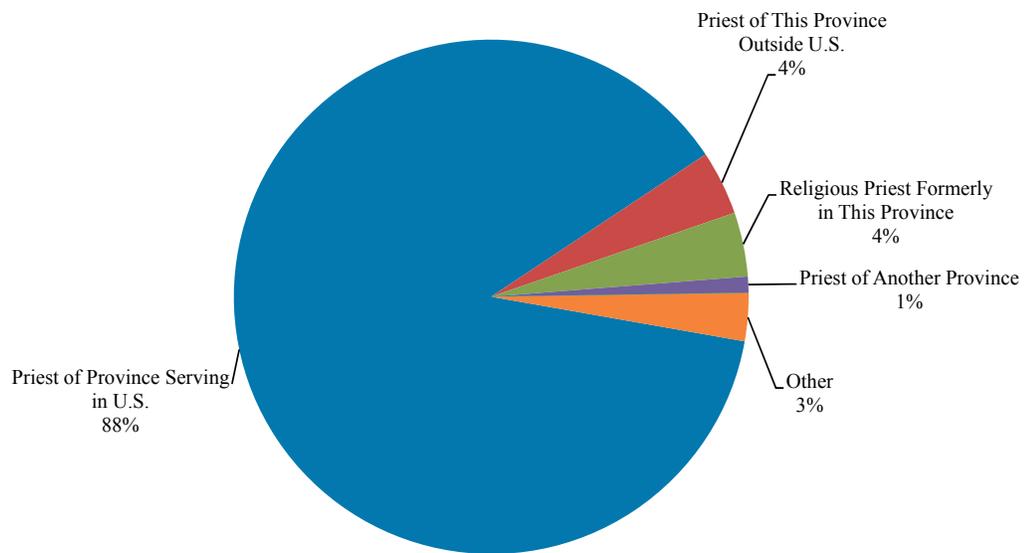
Two-thirds (65 percent) of the religious priests against whom new allegations were made in 2009 had no prior allegations. About a third had already been the subject of previous allegations in prior years. This is similar to the pattern in 2008 and 2007, but the reverse of the pattern in 2006, when the majority (61 percent) of the alleged perpetrators had already been the subject of previous allegations against them. Figure 19 presents the proportions for 2009 compared to previous years.

Figure 17. Year Alleged Offense Occurred or Began: Religious Institutes.



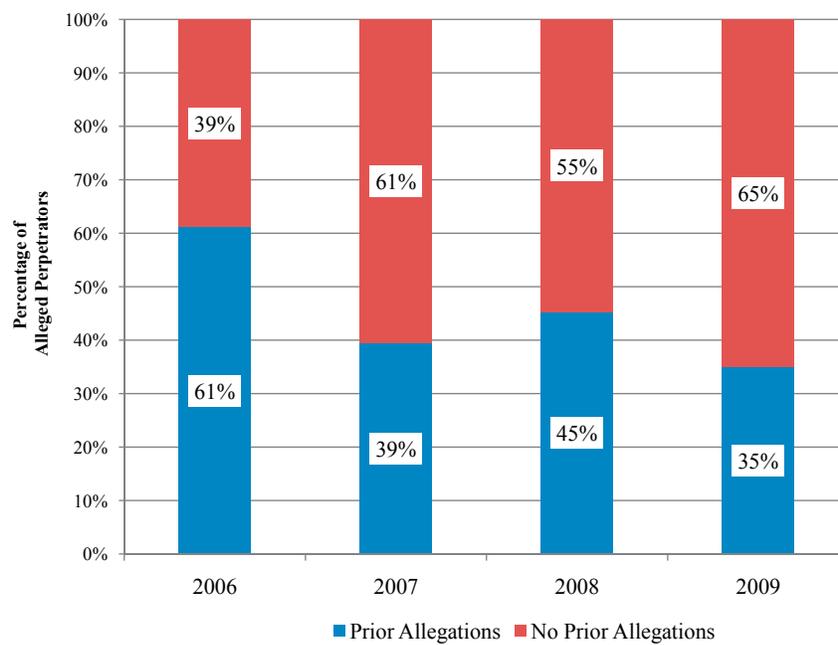
Source: 2009 Survey of Allegations and Costs

Figure 18. Ecclesial Status of Alleged Perpetrator: Religious Institutes.



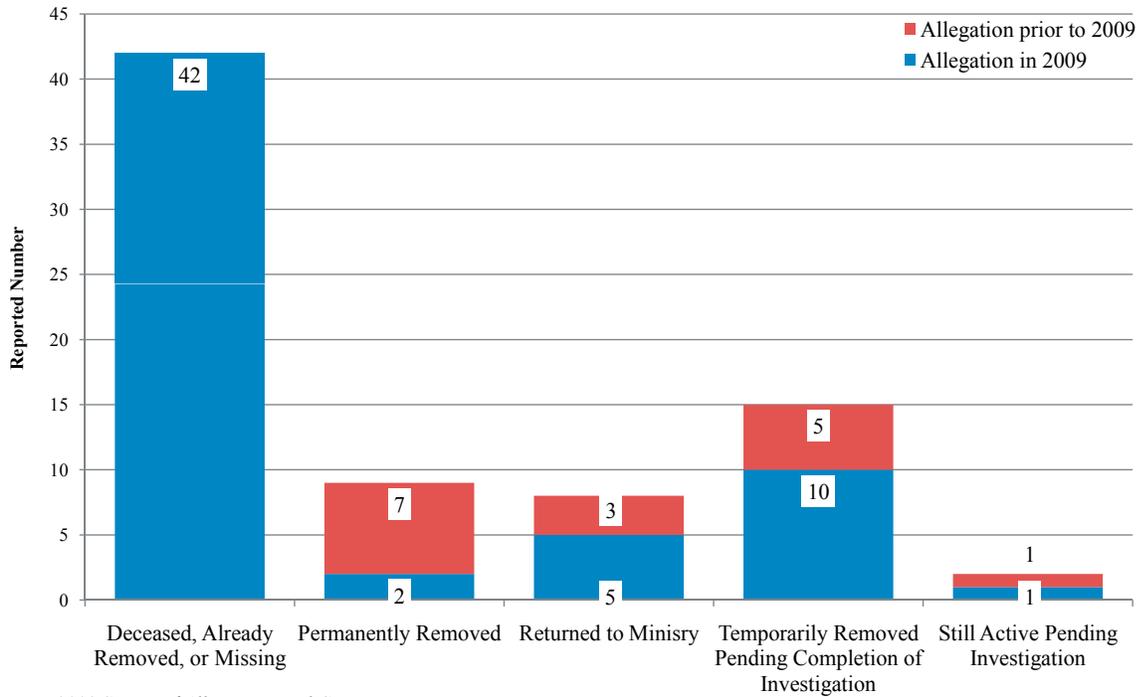
Source: 2009 Survey of Allegations and Costs

Figure 19. Percentage of Alleged Perpetrators with Prior Allegations: Religious Institutes.



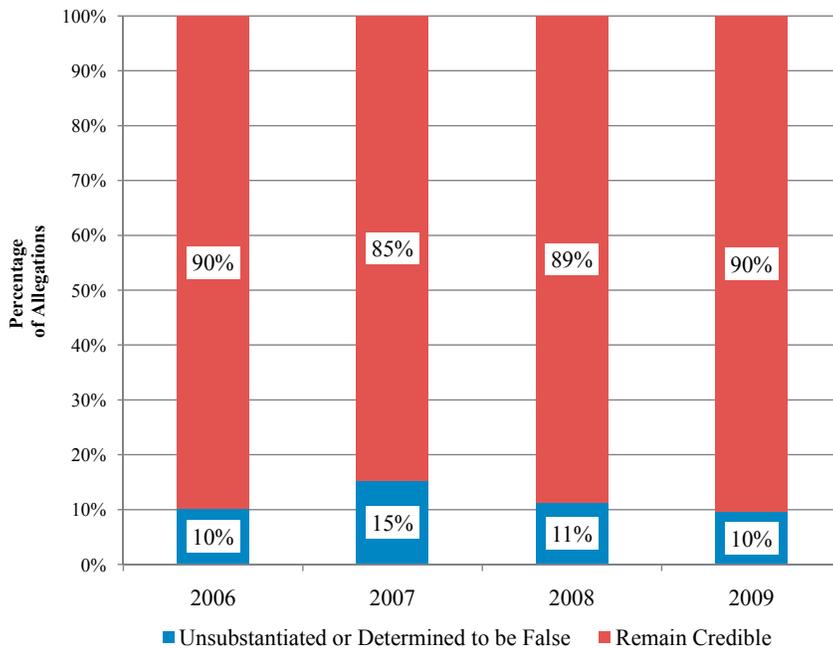
Sources: Annual Survey of Allegations and Costs, 2006-2009

Figure 20. Current Status of Alleged Perpetrators: Religious Institutes.



Source: 2009 Survey of Allegations and Costs

Figure 21. New Allegations Unsubstantiated or Determined to Be False: Religious Institutes.



Sources: Annual Survey of Allegations and Costs, 2006-2009

Seven in ten of the alleged offenders identified in 2009 (42 priests) were deceased, had already been removed from ministry, or had already left the religious institute at the time the allegation was reported. Another 3 percent of alleged offenders identified in 2009 were permanently removed from ministry in 2009. Figure 20 displays the current status of alleged offenders.

In addition to the two offenders identified in 2009 and permanently removed from ministry in 2009, another seven priests who had been identified in allegations of abuse *before* 2009 were permanently removed from ministry in 2009.

Eight priests were returned to ministry in 2009 based on the resolution of an allegation made in 2009 or earlier. In addition, 15 religious priests (ten who were identified in 2009 and five who were identified before 2009) were temporarily removed pending completion of an investigation. Notwithstanding the year in which the abuse was reported, two remain in active ministry pending a preliminary investigation of an allegation (one identified in allegations made in 2009 and one identified in allegations from a previous year).

Of the 115 new allegations reported to religious institutes in 2009, 10 percent (11 new allegations) were determined to be unsubstantiated by December 31, 2009. In addition, 12 allegations received prior to 2009 were determined to be unsubstantiated during 2009. Figure 21 presents the percentage of all new

allegations received in 2009 that were determined to be unsubstantiated in 2009 and compares it with the same data for previous years.

### Costs to Clerical and Mixed Religious Institutes in 2009

The responding clerical and mixed religious institutes reported \$15,648,367 paid out in 2009 for costs related to allegations. This includes costs paid in 2009 for allegations reported in previous years. Table 4 compares the payments by religious institutes from 2004 through 2009 across several categories of allegation-related expenses. The total reported allegation-related costs to clerical and mixed religious institutes is over \$44 million less in 2009 than in 2008.

More than half of the payments by religious institutes in 2009 (54 percent) were for settlements to victims. Attorneys' fees were an additional \$4,291,209 (27 percent of all costs related to allegations reported by religious institutes). Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to \$1,632,585 (10 percent).<sup>3</sup> An additional \$754,744 (5 percent) was for payments for therapy for victims (if not included in the settlement).

Payments designated as "other costs" reported by religious institutes (\$441,992) included victim outreach and assistance programs, support for victims and their families, travel expenses, consultants and investigators, external review board, and Praesidium expenses.

Table 4. Costs Related to Allegations by Religious Institutes.

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
<b>2004</b>	\$12,877,637	\$793,053	\$456,237	\$3,544,847	\$548,880	<b>\$18,220,654</b>
<b>2005</b>	\$13,027,285	\$755,971	\$1,838,110	\$4,784,124	\$841,434	<b>\$21,246,924</b>
<b>2006</b>	\$57,114,232	\$913,924	\$1,905,534	\$5,374,850	\$318,595	<b>\$65,627,135</b>
<b>2007</b>	\$105,841,148	\$691,775	\$2,097,993	\$7,073,540	\$781,375	<b>\$116,485,831</b>
<b>2008</b>	\$50,226,814	\$792,426	\$2,620,194	\$5,856,003	\$406,029	<b>\$59,901,466</b>
<b>2009</b>	\$8,527,837	\$754,744	\$1,632,585	\$4,291,209	\$441,992	<b>\$15,648,367</b>
<b>Change (+/-)</b>						
<b>2008-2009</b>	-\$41,698,977	-\$37,682	-\$987,609	-\$1,564,794	\$35,963	<b>-\$44,253,099</b>

*Sources: Annual Survey of Allegations and Costs, 2004-2009*

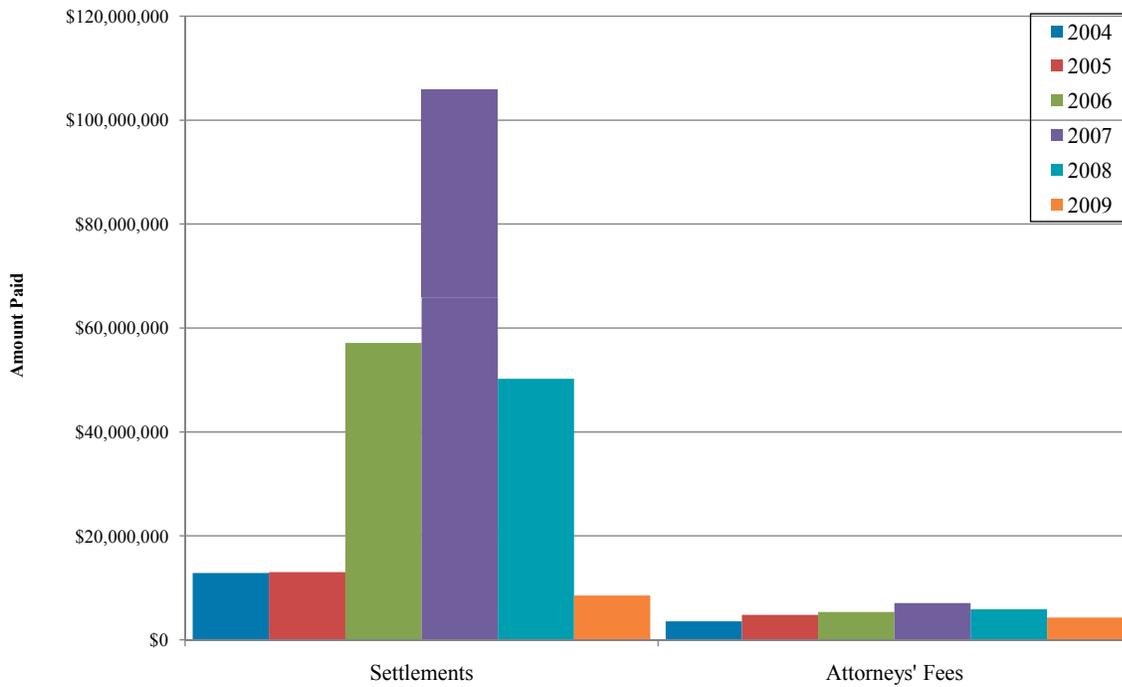
Figure 22 illustrates the settlement-related costs and attorneys’ fees paid by religious institutes from 2004 through 2009. Settlement costs in 2009 are similar to those paid out in 2004 and 2005. Four religious institutes with relatively large settlements in 2007 accounted for 70 percent of the settlement costs in that year. Attorneys’ fees have remained relatively stable between 2004 and 2009.

Figure 23 displays the total allegation-related costs paid by religious institutes from 2004 through 2009 and the proportion of those costs that were covered by insurance. Less than a tenth (7 percent) of the total allegation-related costs paid by religious institutes in 2009 were covered by insurance. By

comparison, 19 percent of the total allegation-related costs in 2008, 34 percent in 2007, 23 percent in 2006, 13 percent in 2005, and 12 percent in 2004 were covered by insurance.

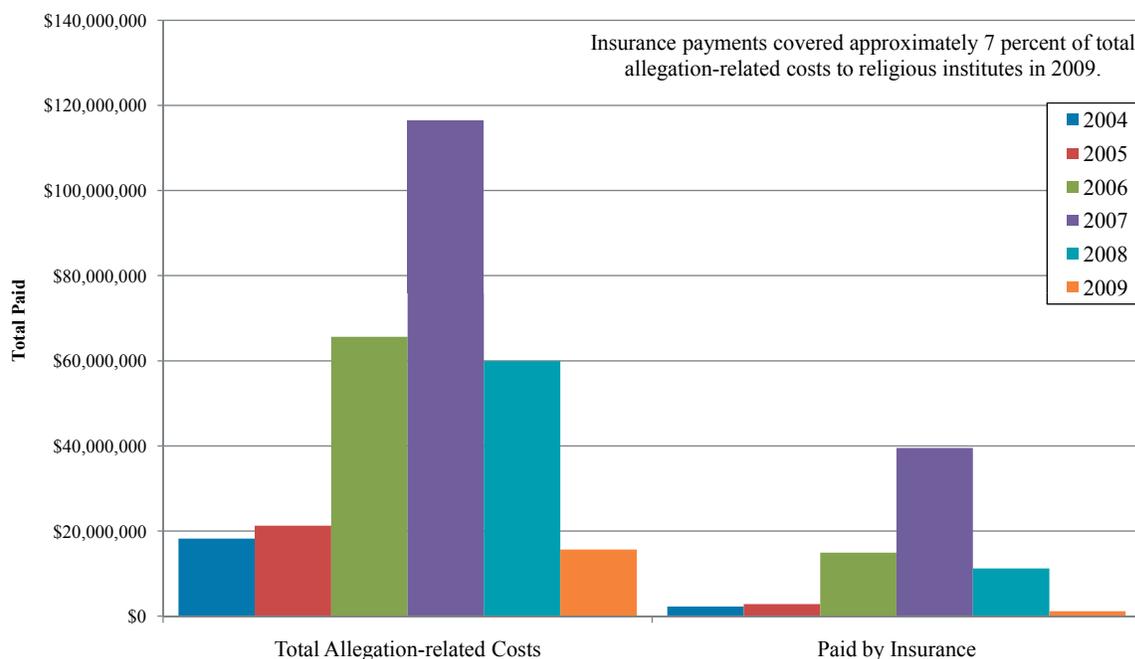
In addition to allegation-related expenditures, religious institutes spent nearly a million dollars (\$951,587) for child protection efforts, such as training programs and background checks. This is slightly less than the amount paid by religious institutes in 2008, 2007, and 2006, but more than the amount paid in 2005 and 2004. Figure 24 compares the settlement-related costs and child protection expenditures paid by religious institutes in 2004 through 2009.

Figure 22. Payments for Settlements and Attorneys’ Fees: Religious Institutes.



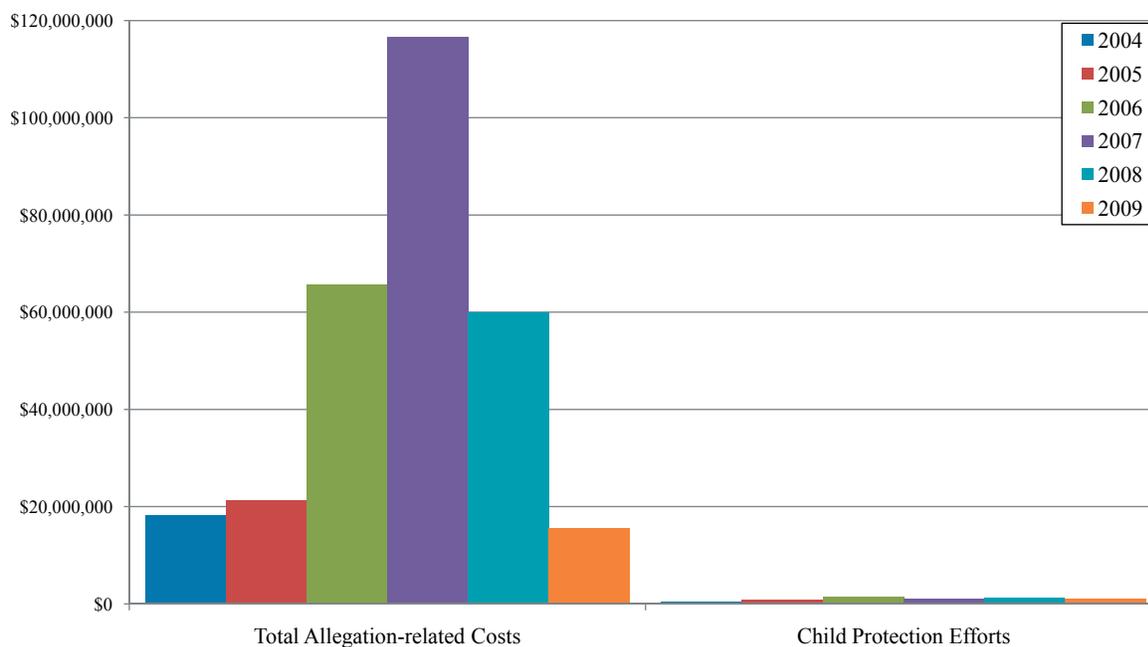
Sources: Annual Survey of Allegations and Costs, 2004-2009

Figure 23. Approximate Percentage of Total Paid by Insurance: Religious Institutes.



Sources: Annual Survey of Allegations and Costs, 2004-2009

Figure 24. Costs for Settlements and Child Protection Efforts: Religious Institutes.



Sources: Annual Survey of Allegations and Costs, 2004-2009

**TOTAL RESPONSES OF DIOCESES, EPARCHIES, AND CLERICAL AND MIXED RELIGIOUS INSTITUTES**

Tables 5, 6, and 7 present the combined total responses of dioceses, eparchies, and clerical and mixed religious institutes. These tables depict the total number of allegations, victims, offenders, and costs as reported by these groups in 2009. In addition, the tables also show the same combined figures for 2004 through 2008 to compare the totals between 2004 and 2009.

As Table 5 shows, the total number of new allegations and victims decreased each year from 2004 through 2007, increased in 2008, and decreased to their lowest level in 2009. The total number of new allegations and victims reported in 2009 is about half the number reported in 2004.

By comparison, the total number of alleged offenders decreased each year between 2004 and 2006, increased in 2007 and 2008, and decreased again in 2009. The total number of alleged offenders reported in 2009 is less than half that reported in 2004. Compared to 2008, the numbers of new victims and new allegations are each down by more than a third (36 percent), while the total number of offenders named in those new allegations is down by a third (33 percent).

As Table 6 shows,

- The total costs related to allegations decreased by 72 percent between 2008 and 2009. These total costs had increased nearly every year between 2004 and 2007, but decreased by 29 percent between 2007 and 2008.
- The amount paid in settlements in 2007 was unusually large, while the amount paid for therapy for victims, support for offenders, and attorneys' fees was highest in 2006.
- The overall trend across the categories is one of generally increasing costs related to allegations each year from 2004 to 2006 or 2007 and then decreasing costs in 2008 and 2009.
- The amount paid for settlements decreased by 83 percent between 2008 and 2009.
- The amount paid for support for offenders decreased by 12 percent, and the amount paid for therapy for victims and for attorneys' fees decreased by 8 and 7 percent, respectively.
- "Other" costs decreased by 11 percent.

Table 7 compares the total costs for allegation-related expenses and the amount expended for child protection efforts from 2004 through 2009. The total amount spent for allegation-related expenses decreased by 72 percent between 2008 and 2009, while the total amount reported for child protection efforts decreased by 10 percent between 2008 and 2009.

**Table 5. New Credible Allegations Reported: Combined Totals.**

	2004	2005	2006	2007	2008	2009	Change (+/-) 2008-2009	Percentage Change
Victims	1083	777	710	689	796	513	-283	-36%
Allegations	1092	783	714	691	803	513	-290	-36%
Offenders	756	532	448	491	518	346	-172	-33%

*Sources: Annual Survey of Allegations and Costs, 2004-2009*

Table 6. Costs Related to Allegations: Combined Totals.

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
<b>2004</b>	\$106,241,809	\$7,406,336	\$1,869,330	\$36,251,445	\$6,033,891	<b>\$157,802,811</b>
<b>2005</b>	\$399,037,456	\$8,404,197	\$13,669,138	\$41,251,640	\$4,571,041	<b>\$466,933,472</b>
<b>2006</b>	\$277,213,420	\$10,645,739	\$32,268,143	\$75,155,216	\$3,315,176	<b>\$398,597,694</b>
<b>2007</b>	\$526,226,283	\$7,935,438	\$15,445,974	\$60,467,614	\$5,089,380	<b>\$615,164,689</b>
<b>2008</b>	\$374,408,554	\$7,907,123	\$14,226,108	\$35,428,951	\$4,172,461	<b>\$436,143,197</b>
<b>2009</b>	\$63,575,843	\$7,290,853	\$12,526,953	\$32,996,611	\$3,697,736	<b>\$120,087,996</b>
<b>Change (+/-)</b>						
<b>2008-2009</b>	-\$310,832,711	-\$616,270	-\$1,699,155	-\$2,432,340	-\$474,725	<b>-\$316,055,201</b>

*Sources: Annual Survey of Allegations and Costs, 2004-2009*

Table 7. Costs for Settlements and Child Protection: Combined Totals.

	Allegation-Related Costs	Child Protection Efforts
<b>2004</b>	\$157,802,811	\$20,199,409
<b>2005</b>	\$466,933,472	\$20,054,984
<b>2006</b>	\$398,597,694	\$27,001,731
<b>2007</b>	\$615,164,689	\$22,153,145
<b>2008</b>	\$436,143,197	\$24,558,498
<b>2009</b>	\$120,087,996	\$22,223,022
<b>Change (+/-)</b>		
<b>2008-2009</b>	-\$316,055,201	-\$2,335,476

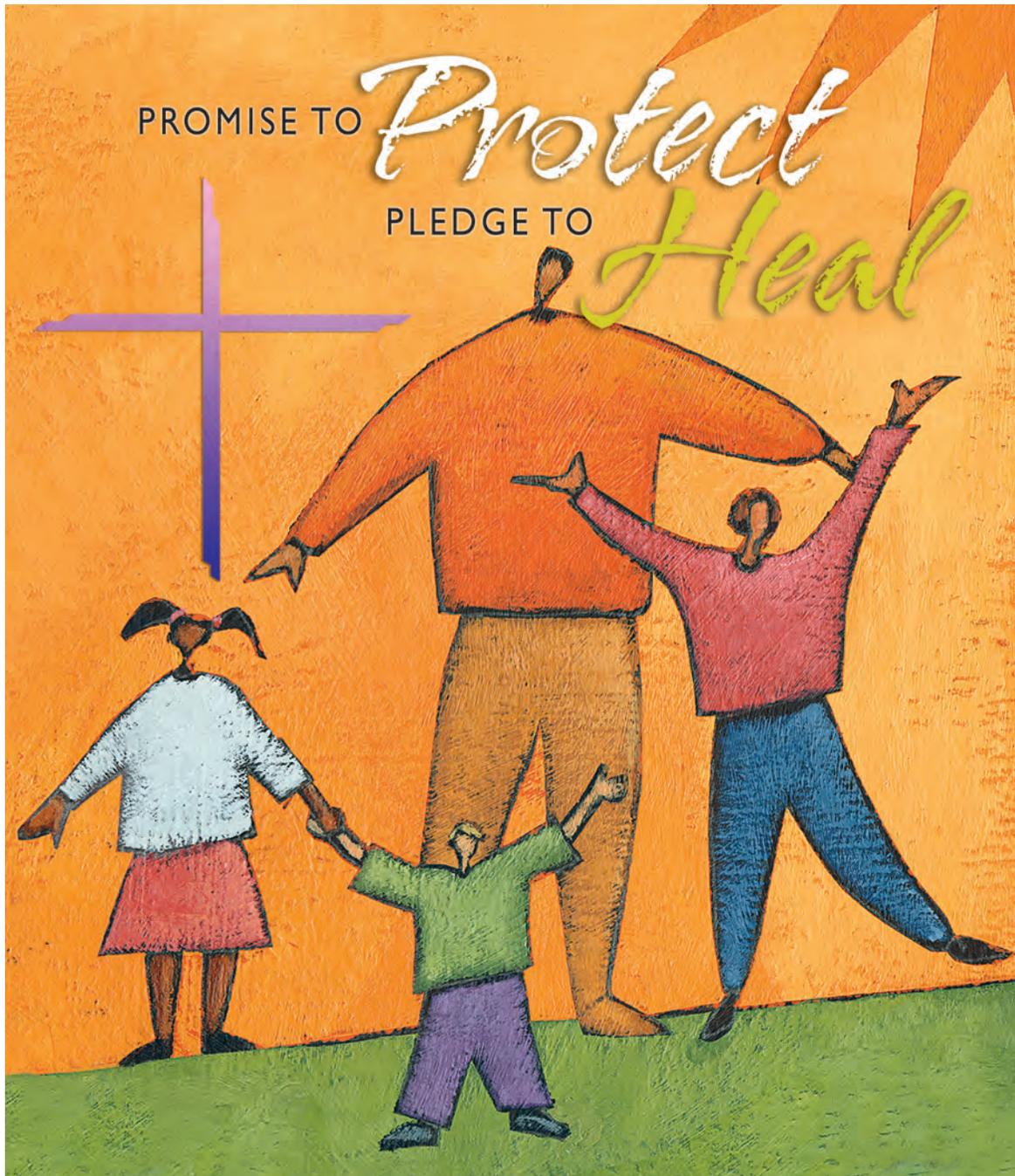
*Sources: Annual Survey of Allegations and Costs, 2004-2009*



### Notes

- 1 Attorneys' fees include all costs for attorneys paid by dioceses and eparchies in 2009 as the result of allegations of sexual abuse of a minor.
- 2 This reported cost increased substantially after 2004, largely due to a change in question wording. In 2005, the question was changed from "Payments for therapy for offenders" to "Payments for support for offenders (including living expenses, legal expenses, therapy, etc.)" to more accurately capture the full costs to dioceses and eparchies for support of alleged offenders.
- 3 The difference in cost here between 2004 and later years is largely attributable to a change in question wording in 2005. See the explanation in the previous footnote.





# Section III



# Status of 2008 Recommendations

## PARISH AUDITS

**Recommendation:** In order to obtain a better understanding of and to increase the accountability for how the *Charter* is implemented at the parish level, dioceses/eparchies are encouraged to conduct parish audits—to be carried out either internally by the diocese/eparchy or externally by The Gavin Group, Inc.—as part of the on-site audit.

**Status:** Nineteen dioceses/eparchies participated in parish audits conducted by The Gavin Group, Inc. In addition, many dioceses/eparchies conducted their own audits of parishes prior to the submission of the audit documents.

## INTERNATIONAL PRIESTS

**Recommendation:** Continue, through the annual audit, to examine the policies and practices of dioceses/eparchies in the matter of background evaluations and safe environment training of international priests. (See also the second recommendation made with the 2007 Annual Report.)

**Status:** All dioceses/eparchies continue to evaluate the background of international priests. This remains difficult to accomplish due to the inconsistency of how child sexual abuse in particular, and criminal history in general, are handled in other countries. The staff of the Secretariat of Child and Youth Protection is also developing a resource for the dioceses/eparchies in this area.

## QUALIFICATIONS, EXPERTISE, AND AVAILABILITY OF VICTIM ASSISTANCE COORDINATORS

**Recommendation:** Contact information for the victim assistance coordinators must be readily available and easily obtainable by the public. Finding the name and phone number for the diocesan victim assistance coordinator should not be difficult or challenging for any victim/survivor. To have this information easily

identifiable on the diocesan Web site, in parish bulletins and bulletin boards, through special brochures, and in diocesan newspapers serves two purposes aside from *Charter* compliance: it sends a message to the victims that the Church cares about them, and it reinforces the commitment of the bishops to help heal the pain that has been caused by clergy sex abuse.

Additionally, to aid those victims who call when the coordinator is not available, it would be most helpful for the message on the diocesan/eparchial phone line to clearly identify the office/person as the location where assistance is available, to indicate the name of the victim assistance coordinator, and to make a short statement advising the victim that the diocese cares about his or her healing.

**Status:** Auditors continue to see efforts made to improve the availability of the victim assistance coordinators. There were still instances where calls placed to the number for reporting were not returned in a timely manner or the number published was outdated and now incorrect. In those cases, it was brought to the attention of the diocese, and corrections were immediately made.

## QUALIFICATIONS AND EXPERTISE OF DIOCESAN/EPARCHIAL PERSONNEL CHARGED WITH IMPLEMENTATION

**Recommendation:** The diocese/eparchy needs to make sure the person responsible for seeing that the *Charter* is fully and completely implemented in the diocese/eparchy possesses the necessary skills and receives the resources and cooperation of all diocesan/eparchial personnel.

**Status:** Dioceses/eparchies have various organizational structures in place to ensure compliance with the *Charter* in accordance with the makeup of the diocese/eparchy. This remains a concern in light of budget constraints and reorganizations.



# Recommendations from the 2009 Audit Period

## **I. SAFE ENVIRONMENT RECORD KEEPING**

Safe environment record keeping is a critical piece of the audit process. Accurate, verifiable records are the only way to prove to the faithful that bishops take the *Charter for the Protection of Children and Young People* seriously. While dioceses/eparchies are cutting back due to economic times, personnel cuts in this area should be looked at very carefully. It is too easy to become complacent about creating safe environments and to assume that everyone is doing what is required of them.

Ideally dioceses/eparchies should have a *Charter* point-person to ensure that all areas of the *Charter* are fully implemented. There needs to be in place a record-keeping system that can accurately and in a timely fashion track clergy, employees, and volunteers in order to determine who has and has not been trained, and whose background has and has not been evaluated. It is only through adequate, careful record keeping that parishes can be assured that their parish or school is a safe place for children to attend.

## **2. PARISH AUDITS**

Parish audits are important to the full implementation of the *Charter*. The Gavin Group, Inc., offers each diocese/eparchy the opportunity to undergo parish audits as part of the on-site audit. Undergoing external parish audits helps the bishop determine not only how well parishes are implementing the *Charter*, but also how well diocesan policies and procedures are being implemented on the parish level. In all but the most unusual circumstances, parish audits do not affect the compliance of the diocese. If for some reason outside parish audits are not conducted, the dioceses/eparchies should consider conducting internal parish audits.

## **3. AVAILABILITY OF SAFE ENVIRONMENT MATERIALS**

Safe environment materials need to be readily available in parishes. The easy availability of these materials sends the message that the parishes take seriously their role in creating safe environments and makes important information available to those who need it. Policies and procedures mean little if they are not in the hands of the people who must know them. Following this recommendation can be as simple as asking parishes to include the contact number of the victim assistance coordinator on the front cover of Sunday bulletins or to place brochures outlining requirements in church vestibules.

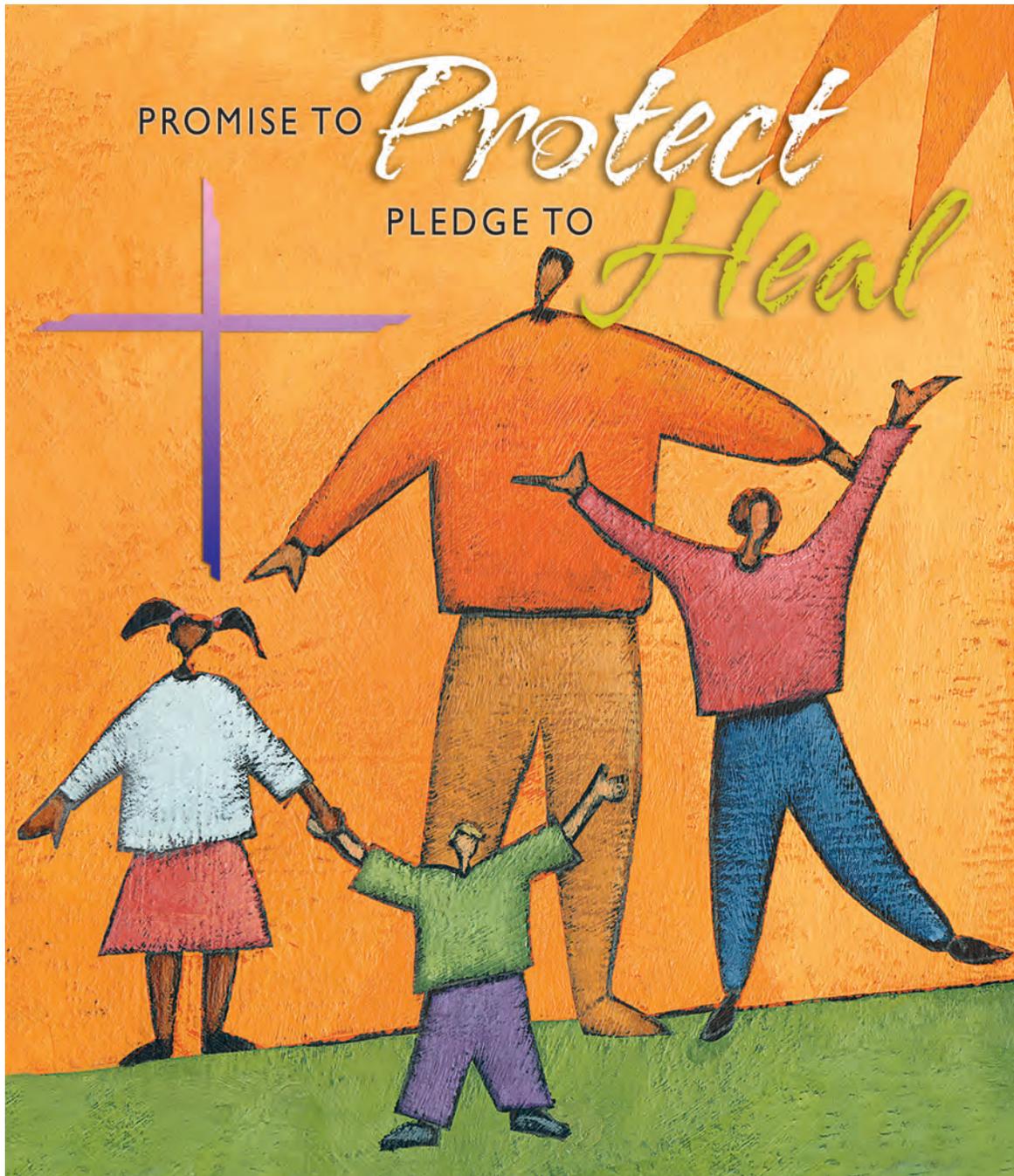
## **4. REGULAR MEETINGS BETWEEN BISHOPS AND MAJOR SUPERIORS OF RELIGIOUS ORDERS/CONGREGATIONS**

Having regular meetings between bishops and major superiors of religious orders/congregations is key to ensure open, clear communication between them concerning the issues of allegations that may be made, or have been made, against a cleric member of a religious institute ministering in the diocese or eparchy. With changes in major superiors being made on a regular basis, and with the numerous changes in bishops, it is important to have a minimum of one scheduled meeting within every audit period to review the protocol to be followed if an allegation is made. Waiting until there is an allegation against a cleric member of a religious institute to set ground rules and protocols can lead to misunderstandings and confusion.

## **5. INTERNATIONAL PRIESTS**

As bishops accept international priests into their dioceses, it is clear that they are facing many challenges when it comes to due diligence. Cultural orientations and evaluation of any risk factors for sexual abuse prior to accepting a priest from a foreign country are recommended.





# Appendices



## APPENDIX A

# 2005 Charter for the Protection of Children and Young People

### PREAMBLE

Since 2002, the Church in the United States has experienced a crisis without precedent in our times. The sexual abuse of children and young people by some deacons, priests, and bishops, and the ways in which these crimes and sins were addressed, have caused enormous pain, anger, and confusion. As bishops, we have acknowledged our mistakes and our roles in that suffering, and we apologize and take responsibility again for too often failing victims and the Catholic people in the past. From the depths of our hearts, we bishops express great sorrow and profound regret for what the Catholic people have endured.

With this revision of the *Charter for the Protection of Children and Young People*, we re-affirm our deep commitment to creating a safe environment within the Church for children and youth. We have listened to the profound pain and suffering of those victimized by sexual abuse and will continue to respond to their cries. We have agonized over the sinfulness, the criminality, and the breach of trust perpetrated by some members of the clergy. We have determined as best we can the extent of the problem of this abuse of minors by clergy in our country, and we await the results of a study of the causes and context of this problem.

We continue to have a special care for and a commitment to reaching out to the victims of sexual abuse and their families. The damage caused by sexual abuse of minors is devastating and long-lasting. We apologize to them for the grave harm that has been inflicted on them, and we offer our help for the future. The loss of trust that is often the consequence of such abuse becomes even more tragic when it leads to a loss of the faith that we have a sacred duty to foster. We make our own the words of His Holiness, Pope John Paul II: that the sexual abuse of young people is “by every

standard wrong and rightly considered a crime by society; it is also an appalling sin in the eyes of God” (Address to the Cardinals of the United States and Conference Officers, April 23, 2002).

Along with the victims and their families, the entire Catholic community in this country has suffered because of this scandal. In the last three years, the intense public scrutiny of the minority of the ordained who have betrayed their calling has caused the vast majority of faithful priests and deacons to experience enormous vulnerability to being misunderstood in their ministry and even to the possibility of false accusations. We share with them a firm commitment to renewing the image of the vocation to Holy Orders so that it will continue to be perceived as a life of service to others after the example of Christ our Lord.

We, who have been given the responsibility of shepherding God’s people, will, with his help and in full collaboration with all the faithful, continue to work to restore the bonds of trust that unite us. Words alone cannot accomplish this goal. It will begin with the actions we take in our General Assembly and at home in our dioceses and eparchies.

We feel a particular responsibility for the “the ministry of reconciliation” (2 Cor 5:18) which God, who reconciled us to himself through Christ, has given us. The love of Christ impels us to ask forgiveness for our own faults but also to appeal to all—to those who have been victimized, to those who have offended, and to all who have felt the wound of this scandal—to be reconciled to God and one another.

Perhaps in a way never before experienced, we have felt the power of sin touch our entire Church family in this country; but as St. Paul boldly says, God made Christ “to be sin who did not know sin, so that we might become the righteousness of God in him” (2 Cor 5:21). May we

who have known sin experience as well, through a spirit of reconciliation, God's own righteousness. We know that after such profound hurt, healing and reconciliation are beyond human capacity alone. It is God's grace and mercy that will lead us forward, trusting Christ's promise: "for God all things are possible" (Mt 19:26).

In working toward fulfilling this responsibility, we have relied first of all on Almighty God to sustain us in faith and in the discernment of the right course to take.

We have received fraternal guidance and support from the Holy See that has sustained us in this time of trial.

We have relied on the Catholic faithful of the United States. Nationally and in each diocese, the wisdom and expertise of clergy, religious, and laity have contributed immensely to confronting the effects of the crisis and taking steps to resolve it. We are filled with gratitude for their great faith, for their generosity, and for the spiritual and moral support that we have received from them.

We acknowledge and affirm the faithful service of the vast majority of our priests and deacons and the love that their people have for them. They deservedly have our esteem and that of the Catholic people for their good work. It is regrettable that their committed ministerial witness has been overshadowed by this crisis.

In a special way, we acknowledge those victims of clergy sexual abuse and their families who have trusted us enough to share their stories and to help us appreciate more fully the consequences of this reprehensible violation of sacred trust.

Let there now be no doubt or confusion on anyone's part: For us, your bishops, our obligation to protect children and young people and to prevent sexual abuse flows from the mission and example given to us by Jesus Christ himself, in whose name we serve.

As we work to restore trust, we are reminded how Jesus showed constant care for the vulnerable. He inaugurated his ministry with these words of the Prophet Isaiah:

The Spirit of the Lord is upon me,  
because he has anointed me  
to bring glad tidings to the poor.  
He has sent me to proclaim liberty to captives  
and recovery of sight to the blind,  
to let the oppressed go free,  
and to proclaim a year acceptable to the Lord.  
(Lk 4:18-19)

In Matthew 25, the Lord, in his commission to his apostles and disciples, told them that whenever they show mercy and compassion to the least ones, they show it to him.

Jesus extended this care in a tender and urgent way to children, rebuking his disciples for keeping them away from him: "Let the children come to me" (Mt 19:14). And he uttered a grave warning that for anyone who would lead the little ones astray, it would be better for such a person "to have a great millstone hung around his neck and to be drowned in the depths of the sea" (Mt 18:6).

We hear these words of the Lord as prophetic for this moment. With a firm determination to restore the bonds of trust, we bishops recommit ourselves to a continual pastoral outreach to repair the breach with those who have suffered sexual abuse and with all the people of the Church.

In this spirit, over the last three years, the principles and procedures of the *Charter* have been integrated into church life.

- The Office for Child and Youth Protection provides the focus for a consistent, ongoing, and comprehensive approach to creating a secure environment for young people throughout the Church in the United States.
- The Office also provides the means for us to be accountable for achieving the goals of the *Charter*, as demonstrated by its two reports on the implementation of the *Charter* based on independent compliance audits.
- The National Review Board is carrying on its responsibility to assist in the assessment of diocesan compliance with the *Charter* and to com-

mission studies on the sexual abuse of minors, and it has issued its own *Report on the Crisis in the Catholic Church in the United States*.

- The descriptive study of the nature and scope of sexual abuse of minors by Catholic clergy in the United States, commissioned by the National Review Board, has been completed. The resulting study, examining the historical period 1950-2002, by the John Jay College of Criminal Justice provides us with a powerful tool not only to examine our past but also to secure our future against such misconduct.
- Victims' assistance coordinators are in place throughout our nation to assist dioceses in responding to the pastoral needs of those who have been injured by abuse.
- Diocesan/eparchial bishops in every diocese are advised and greatly assisted by diocesan review boards as the bishops make the decisions needed to fulfill the *Charter*.
- Safe environment programs are in place to assist parents and children—and those who work with children—in preventing harm to young people.

Through these steps and many others, we remain committed to the safety of our children and young people.

While it seems that the scope of this disturbing problem of sexual abuse of minors by clergy has been reduced over the last decade, the harmful effects of this abuse continue to be experienced both by victims and dioceses.

Thus it is with a vivid sense of the effort which is still needed to confront the effects of this crisis fully and with the wisdom gained by the experience of the last three years that we have reviewed and revised the *Charter for the Protection of Children and Young People*. We now re-affirm that we will assist in the healing of those who have been injured, will do all in our power to protect children and young people, and will work with our clergy, religious, and laity to restore trust and harmony in our faith communities, as we pray for God's kingdom to come, here on earth, as it is in heaven.

To make effective our goals of a safe environment within the Church for children and young people

and of preventing sexual abuse of minors by clergy in the future, we, the members of the United States Conference of Catholic Bishops, have outlined in this *Charter* a series of practical and pastoral steps, and we commit ourselves to taking them in our dioceses and eparchies.

### **TO PROMOTE HEALING AND RECONCILIATION WITH VICTIMS/SURVIVORS OF SEXUAL ABUSE OF MINORS**

**ARTICLE 1.** Dioceses/eparchies are to reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well-being. The first obligation of the Church with regard to the victims is for healing and reconciliation. Each diocese/eparchy is to continue its outreach to every person who has been the victim of sexual abuse\* as a minor by anyone in church service, whether the abuse was recent or occurred many years in the past. This outreach may include provision of counseling, spiritual assistance, support groups, and other social services agreed upon by the victim and the diocese/eparchy.

Through pastoral outreach to victims and their families, the diocesan/eparchial bishop or his representative is to offer to meet with them, to listen with patience and compassion to their experiences and concerns, and to share the "profound sense of solidarity and concern" expressed by His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers (April 23, 2002).

**ARTICLE 2.** Dioceses/eparchies are to have policies and procedures in place to respond promptly to any allegation where there is reason to believe that sexual abuse of a minor has occurred. Dioceses/eparchies are to have a competent person or persons to coordinate assistance for the immediate pastoral care of persons who report having been sexually abused as minors by clergy or other church personnel. The procedures for those making a complaint are to be readily available in printed form in the principal languages in which the liturgy is celebrated in the diocese/eparchy and be the subject of public announcements at least annually.

Dioceses/eparchies are also to have a review board that functions as a confidential consultative body to the bishop/eparch. The majority of its members are to be lay persons not in the employ of the diocese/eparchy (see Norm 5 in *Essential Norms for Diocesan/eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, 2006). This board is to advise the diocesan/eparchial bishop in his assessment of allegations of sexual abuse of minors and in his determination of a cleric's suitability for ministry. It is regularly to review diocesan/eparchial policies and procedures for dealing with sexual abuse of minors. Also, the board can review these matters both retrospectively and prospectively and give advice on all aspects of responses in connection with these cases.

**ARTICLE 3.** Dioceses/eparchies are not to enter into settlements which bind the parties to confidentiality unless the victim/survivor requests confidentiality and this request is noted in the text of the agreement.

### **TO GUARANTEE AN EFFECTIVE RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS**

**ARTICLE 4.** Dioceses/eparchies are to report an allegation of sexual abuse of a person who is a minor to the public authorities. Dioceses/eparchies are to comply with all applicable civil laws with respect to the reporting of allegations of sexual abuse of minors to civil authorities and cooperate in their investigation in accord with the law of the jurisdiction in question.

Dioceses/eparchies are to cooperate with public authorities about reporting cases even when the person is no longer a minor.

In every instance, dioceses/eparchies are to advise victims of their right to make a report to public authorities and support this right.

**ARTICLE 5.** We affirm the words of His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers: "There is no place in the priesthood or religious life for those who would harm the young."

Sexual abuse of a minor by a cleric is a crime in the universal law of the Church (CIC, c. 1395 §2;

CCEO, c. 1453 §1). Because of the seriousness of this matter, jurisdiction has been reserved to the Congregation for the Doctrine of the Faith (*Motu proprio Sacramentorum sanctitatis tutela*, AAS 93, 2001). Sexual abuse of a minor is also a crime in all civil jurisdictions in the United States.

Diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor\*—whenever it occurred—which is admitted or established after an appropriate process in accord with canon law, the offending priest or deacon is to be permanently removed from ministry and, if warranted, dismissed from the clerical state. In keeping with the stated purpose of this *Charter*, an offending priest or deacon is to be offered therapeutic professional assistance both for the purpose of prevention and also for his own healing and well-being.

The diocesan/eparchial bishop is to exercise his power of governance, within the parameters of the universal law of the Church, to ensure that any priest or deacon subject to his governance who has committed even one act of sexual abuse of a minor as described below (see note) shall not continue in ministry.

A priest or deacon who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation. He is to be encouraged to retain the assistance of civil and canonical counsel. If the allegation is not proven, every step possible is to be taken to restore his good name, should it have been harmed.

In fulfilling this article, dioceses/eparchies are to follow the requirements of the universal law of the Church and of the *Essential Norms* approved for the United States.

**ARTICLE 6.** There are to be clear and wellpublicized diocesan/eparchial standards of ministerial behavior and appropriate boundaries for clergy and for any other paid personnel and volunteers of the Church in positions of trust who have regular contact with children and young people.

**ARTICLE 7.** Dioceses/eparchies are to be open and transparent in communicating with the public about sexual abuse of minors by clergy within the confines of respect for the privacy and the reputation

of the individuals involved. This is especially so with regard to informing parish and other church communities directly affected by ministerial misconduct involving minors.

### **TO ENSURE THE ACCOUNTABILITY OF OUR PROCEDURES**

**ARTICLE 8.** By the authority of the United States Conference of Catholic Bishops, the mandate of the Ad Hoc Committee on Sexual Abuse is renewed, and it is now constituted the Committee for the Protection of Children and Young People. It becomes a standing committee of the Conference. Its membership is to include representation from all the episcopal regions of the country, with new appointments staggered to maintain continuity in the effort to protect children and youth.

The Committee is to advise the USCCB on all matters related to child and youth protection and is to oversee the development of the plans, programs, and budget of the Office of Child and Youth Protection. It is to provide the USCCB with comprehensive planning and recommendations concerning child and youth protection by coordinating the efforts of the Office and the National Review Board.

**ARTICLE 9.** The Office for Child and Youth Protection, established by the Conference of Catholic Bishops, is to staff the Committee for the Protection of Children and Young People and be a resource for dioceses/eparchies for the implementation of “safe environment” programs and for suggested training and development of diocesan personnel responsible for child and youth protection programs, taking into account the financial and other resources, as well as the population, area, and demographics of the diocese/eparchy.

The Office is to produce an annual public report on the progress made in implementing and maintaining the standards in this *Charter*. The report is to be based on an annual audit process whose method, scope, and cost are to be approved by the Administrative Committee on the recommendation of the Committee for the Protection of Children and Young People. This public report is to include the names of those dioceses/eparchies which the audit shows are not in compliance with the provisions and expectations of the *Charter*.

As a member of the Conference staff, the Executive Director of the Office is appointed by and reports to the General Secretary. The Executive Director is to provide the Committee for the Protection of Children and Young People and the National Review Board with regular reports of the Office’s activities.

**ARTICLE 10.** The whole Church, especially the laity, at both the diocesan and national levels, needs to be engaged in maintaining safe environments in the Church for children and young people.

The Committee for the Protection of Children and Young People is to be assisted by the National Review Board, a consultative body established in 2002 by the USCCB. The Board will review the annual report of the Office of Child and Youth Protection on the implementation of this *Charter* in each diocese/eparchy and any recommendations that emerge from it, and offer its own assessment regarding its approval and publication to the Conference President.

The Board will also advise the Conference President on future members. The Board members are appointed by the Conference President in consultation with the Administrative Committee and are accountable to him and to the USCCB Executive Committee. Before a candidate is contacted, the Conference President is to seek and obtain, in writing, the endorsement of the candidate’s diocesan bishop. The Board is to operate in accord with the statutes and bylaws of the USCCB and within procedural guidelines to be developed by the Board in consultation with the Committee for the Protection of Children and Young People and approved by the USCCB Administrative Committee. These guidelines are to set forth such matters as the Board’s purpose and responsibility, officers, terms of office, and frequency of reports to the Conference President on its activities.

The Board will offer its advice as it collaborates with the Committee for the Protection of Children and Young People on matters of child and youth protection, specifically on policies and best practices. The Board and Committee for the Protection of Children and Young People will meet jointly several times a year.

The Board will review the work of the Office of Child and Youth Protection and make recommendations to the Director. It will assist the Director in the development of resources for dioceses.

The Board is to oversee the completion of the study of the causes and context of the recent crisis. The Board will offer its assessment of the data gathered and preliminary results to the Committee for the Protection of Children and Young People as the study moves forward.

**ARTICLE 11.** The President of the Conference is to inform the Holy See of this revised *Charter* to indicate the manner in which we, the Catholic bishops, together with the entire Church in the United States, intend to continue our commitment to the protection of children and young people. The President is also to share with the Holy See the annual reports on the implementation of the *Charter*.

### **TO PROTECT THE FAITHFUL IN THE FUTURE**

**ARTICLE 12.** Dioceses/eparchies are to maintain “safe environment” programs which the diocesan/eparchial bishop deems to be in accord with Catholic moral principles. They are to be conducted cooperatively with parents, civil authorities, educators, and community organizations to provide education and training for children, youth, parents, ministers, educators, volunteers, and others about ways to make and maintain a safe environment for children and young people. Dioceses/eparchies are to make clear to clergy and all members of the community the standards of conduct for clergy and other persons in positions of trust with regard to children.

**ARTICLE 13.** Dioceses/eparchies are to evaluate the background of all incardinated and non-incardinated priests and deacons who are engaged in ecclesiastical ministry in the diocese/eparchy and of all diocesan/eparchial and parish/school or other paid personnel and volunteers whose duties include ongoing, unsupervised contact with minors. Specifically, they are to utilize the resources of law enforcement and other community agencies. In addition, they are to employ adequate screening and evaluative techniques in deciding the fitness of candidates for ordination (cf. United States Conference of Catholic Bishops, *Program of Priestly Formation* [Fifth Edition], 2006, no. 39).

**ARTICLE 14.** Transfers of clergy who have committed an act of sexual abuse against a minor for residence, including retirement, shall be as in accord with Norm 12 of the Essential Norms. (Cf. *Proposed Guidelines on the Transfer or Assignment of Clergy and Religious*, adopted by the USCCB, the Conference of Major Superiors of Men, the Leadership Conference of Women Religious, and the Council of Major Superiors of Women Religious in 1993.)

**ARTICLE 15.** To ensure continuing collaboration and mutuality of effort in the protection of children and young people on the part of the bishops and religious ordinaries, two representatives of the Conference of Major Superiors of Men are to serve as consultants to the Committee for the Protection of Children and Young People. At the invitation of the Major Superiors, the Committee will designate two of its members to consult with its counterpart at CMSM. Diocesan/eparchial bishops and major superiors of clerical institutes or their delegates are to meet periodically to coordinate their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in a diocese/eparchy.

**ARTICLE 16.** Given the extent of the problem of the sexual abuse of minors in our society, we are willing to cooperate with other churches and ecclesial communities, other religious bodies, institutions of learning, and other interested organizations in conducting research in this area.

**ARTICLE 17.** We pledge our complete cooperation with the Apostolic Visitation of our diocesan/eparchial seminaries and religious houses of formation recommended in the Interdicasterial Meeting with the Cardinals of the United States and the Conference Officers in April 2002.

We commit ourselves to work individually in our dioceses/eparchies and together as a Conference, through the appropriate committees, to strengthen our programs both for initial priestly formation and for the ongoing formation of priests. With new urgency, we will promote programs of human formation for chastity and celibacy for both seminarians and priests based upon the criteria found in *Pastores Dabo Vobis*, the *Program of Priestly Formation*, and the *Basic Plan for the Ongoing Formation of Priests*. We

will continue to assist priests, deacons, and seminarians in living out their vocation in faithful and integral ways.

We bishops and eparchs commit ourselves to work as one with our brother priests and deacons to foster reconciliation among all people in our dioceses/eparchies, especially with those individuals who were themselves abused and the communities that have suffered because of the sexual abuse of minors that occurred in their midst.

## CONCLUSION

As we wrote three years ago, “It is within this context of the essential soundness of the priesthood and of the deep faith of our brothers and sisters in the Church that we know that we can meet and resolve this crisis for now and the future.”

We wish to reaffirm once again that the vast majority of priests and deacons serve their people faithfully and that they have the esteem and affection of their people. They also have our love and esteem and our commitment to their good names and well-being.

An essential means of dealing with the crisis is prayer for healing and reconciliation, and acts of reparation for the grave offense to God and the deep wound inflicted upon his holy people. Closely connected to prayer and acts of reparation is the call to holiness of life and the care of the diocesan/eparchial bishop to ensure that he and his priests avail themselves of the proven ways of avoiding sin and growing in holiness of life.

It is with reliance on prayer and penance that we renew the pledges which we made in the original *Charter*:

**We pledge most solemnly to one another and to you, God’s people, that we will work to our utmost for the protection of children and youth.**

**We pledge that we will devote to this goal the resources and personnel necessary to accomplish it.**

**We pledge that we will do our best to ordain to the priesthood and put into positions of trust only those who share this commitment to protecting**

**children and youth.**

**We pledge that we will work toward healing and reconciliation for those sexually abused by clerics.**

Much has been done to honor these pledges. We devoutly pray that God who has begun this good work in us will bring it to fulfillment.

This *Charter* is published for the dioceses/eparchies of the United States. It is to be reviewed again in five years by the Committee for the Protection of Children and Young People with the advice of the National Review Board. The results of this review are to be presented to the full Conference of Bishops for confirmation.

## NOTE

- \* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of recognized experts should be appropriately obtained (*Canonical Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

APPENDIX B



**Center for Applied Research in the Apostolate  
2009 Annual Survey of Allegations and Costs**

*This questionnaire is designed to survey dioceses and eparchies about credible accusations of abuse and the costs in dealing with these allegations. The results will be used to demonstrate progress in implementing the Charter for the Protection of Children and Young People and reducing the incidence of sexual abuse within the Church.*

**All data collected here are entirely confidential. Only national aggregate results will be reported.**

**ALL DATA REPORTED HERE REFER TO THE PRECEDING CALENDAR YEAR –  
JANUARY 1-DECEMBER 31, 2009.**

**ALLEGATIONS**

*NOTE: An allegation is defined as one victim alleging an act or acts of abuse by one alleged perpetrator. Only credible allegations (those that bear the “semblance of truth”) are appropriate for inclusion in this survey.*

  398   1. Total number of new credible allegations of sexual abuse of a minor reported against a priest or deacon in the diocese between January 1 and December 31, 2009. (Do not include clergy that are members of religious institutes as they will be reported by their religious institutes).

       2. Of the total number in item 1, the number of allegations that involved only child pornography.

*Of the total number in item 1, the number that were first reported to the diocese/eparchy by:*

Choose only one category for each allegation. (The sum of items 3-9 should equal item 1).

- |  |  |
|--|--|
| <u>  203  </u> 3. Victim.                      | <u>      5  </u> 7. Law enforcement.                       |
| <u>   23  </u> 4. Family member of the victim. | <u>   10  </u> 8. Bishop or official from another diocese. |
| <u>    8  </u> 5. Friend of the victim.        | <u>   30  </u> 9. Other: _____.                            |
| <u>  121  </u> 6. Attorney.                    |  |

*Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims that are:*

- 326   10. Male.  
   65   11. Female.

*Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims in each age category when the alleged abuse began:* (Choose only one category for each allegation).

- 61   12. 0-9.  
  215   13. 10-14.  
   93   14. 15-17.  
   35   15. Age unknown.

*Of the total number in item 1, the number that are alleged to have begun in:*

Choose only one category for each allegation. (The sum of items 16-29 should equal item 1).

- |                                     |                               |   |
|-------------------------------------|-------------------------------|---|
| <u>   18  </u> 16. 1954 or earlier. | <u>   79  </u> 21. 1975-1979. | <u>    5  </u> 26. 2000-2004.           |
| <u>   20  </u> 17. 1955-1959.       | <u>   66  </u> 22. 1980-1984. | <u>    3  </u> 27. 2005-2008.           |
| <u>   34  </u> 18. 1960-1964.       | <u>   33  </u> 23. 1985-1989. | <u>    6  </u> 28. 2009.                |
| <u>   55  </u> 19. 1965-1969.       | <u>   11  </u> 24. 1990-1994. | <u>   14  </u> 29. Time period unknown. |
| <u>   47  </u> 20. 1970-1974.       | <u>    5  </u> 25. 1995-1999. |   |

   48   30a. Total number of new credible allegations received between January 1 and December 31, 2009 that were unsubstantiated or determined to be false by December 31, 2009.

   23   30b. Total number of credible allegations received prior to January 1, 2009 that were unsubstantiated or determined to be false between January 1 and December 31, 2009.

**ALLEGED PERPETRATORS**

*NOTE: Include any perpetrators who are or were ordained members of the clergy legitimately serving in or assigned to the diocese or eparchy at the time the credible allegation(s) was alleged to have occurred. Do not include clergy that are members of religious institutes as they will be reported by their religious institutes.*

  286   31. Total number of priests or deacons against whom new credible allegations of sexual abuse of a minor have been reported between January 1 and December 31, 2009.

*Of the total number in item 31, how many were in each category below at the time of the alleged abuse? Choose only one category for each alleged perpetrator. (The sum of items 32-37 should equal item 31).*

  18   32. Diocesan priests ordained for this diocese or eparchy.  
   0   33. Diocesan priests incardinated later in this diocese or eparchy.  
   3   34. Extern diocesan priests from another U.S. diocese serving in this diocese or eparchy.  
   6   35. Extern diocesan priests from a diocese outside the United States serving in this diocese or eparchy.  
   6   36. Permanent deacons.  
  20   37. Other: \_\_\_\_\_.

*Of the total number in item 31, the number that:*

 156   38. Have had one or more previous allegations reported against them prior to January 1, 2009.  
 202   39. Are deceased, already removed from ministry, already laicized, or missing.  
  13   40. Have been permanently removed or retired from ministry between January 1 and December 31, 2009 based on allegations of abuse.  
   6   41. Have been returned to ministry between January 1 and December 31, 2009 based on the resolution of allegations of abuse.  
  28   42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2009).  
   8   43. Remain in active ministry pending investigation of allegations (as of December 31, 2009).

*Indicate the total number of alleged perpetrators identified prior to January 1, 2009 that:*

  21   44. Were permanently removed or retired from ministry between January 1 and December 31, 2009 based on allegations of abuse.  
   8   45. Were returned to ministry between January 1 and December 31, 2009 based on the resolution of allegations of abuse.  
  87   46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2009).  
   5   47. Remain in active ministry pending investigation of allegations (as of December 31, 2009).

**COSTS**

*Indicate the approximate total amount of funds expended by the diocese between January 1 and December 31, 2009 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):*

\$ 55,048,006 48. All settlements paid to victims.  
 \$ 6,536,109 49. Payments for therapy for victims (if separate from settlements).  
 \$ 10,894,368 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).  
 \$ 28,705,402 51. Payments for attorneys' fees.  
 \$ 3,255,744 52. Other: \_\_\_\_\_.  
  34   % 53. Approximate percentage of the amount in items 48-52 that was covered by diocesan insurance.

\$ 21,271,435 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

*In the event it is necessary for CARA to contact you for clarification about the data reported here, please supply the following information. This contact information will not be recorded in the database.*

Name and title of person completing this form: \_\_\_\_\_

Arch/Diocese: \_\_\_\_\_ Phone: \_\_\_\_\_

**Thank you for completing this survey.**

APPENDIX C



Center for Applied Research in the Apostolate
2009 Annual Survey of Allegations and Costs

This questionnaire is designed to survey religious institutes, societies of apostolic life or the separate provinces thereof and will be used to demonstrate progress in implementing the Charter for the Protection of Children and Young People and reducing the incidence of sexual abuse within the Church.

All data collected here are entirely confidential. Only national aggregate results will be reported.

ALL DATA REPORTED HERE REFER TO THE PRECEDING CALENDAR YEAR - JANUARY 1-DECEMBER 31, 2009.

ALLEGATIONS

NOTE: An allegation is defined as one victim alleging an act or acts of abuse by one alleged perpetrator. Only credible allegations (those that bear the "semblance of truth") are appropriate for inclusion in this survey.

115 1. Total number of new credible allegations of sexual abuse of a minor reported against a priest or deacon in the religious institute between January 1 and December 31, 2009. (Only include members of the religious institute who are clergy. Allegations against religious brothers should NOT be reported).

0 2. Of the total number in item 1, the number of allegations that involved only child pornography.

Of the total number in item 1, the number that were first reported to the religious institute by:

Choose only one category for each allegation. (The sum of items 3-9 should equal item 1).

- 18 3. Victim. 0 7. Law enforcement.
8 4. Family member of the victim. 10 8. Bishop or other official from a diocese.
0 5. Friend of the victim. 1 9. Other:
78 6. Attorney.

Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims that are:

- 97 10. Male.
18 11. Female.

Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims in each age category when the alleged abuse began: (Choose only one category for each allegation).

- 9 12. 0-9.
62 13. 10-14.
40 14. 15-17.
4 15. Age unknown.

Of the total number in item 1, the number that are alleged to have begun in:

Choose only one category for each allegation. (The sum of items 16-29 should equal item 1).

- 3 16. 1954 or earlier. 18 21. 1975-1979. 0 26. 2000-2004.
7 17. 1955-1959. 19 22. 1980-1984. 0 27. 2005-2008.
12 18. 1960-1964. 9 23. 1985-1989. 0 28. 2009.
7 19. 1965-1969. 5 24. 1990-1994. 1 29. Time period unknown.
33 20. 1970-1974. 1 25. 1995-1999.

11 30a. Total number of new credible allegations received between January 1 and December 31, 2009 that were unsubstantiated or determined to be false by December 31, 2009.

12 30b. Total number of credible allegations received prior to January 1, 2009 that were unsubstantiated or determined to be false between January 1 and December 31, 2009.

**ALLEGED PERPETRATORS**

*NOTE: Include any perpetrators who are or were ordained members of the religious clergy legitimately serving in or assigned to a diocese or eparchy or within the religious institute at the time the credible allegation(s) was alleged to have occurred. Include **only clergy (NOT RELIGIOUS BROTHERS)** that are members of religious institutes.*

  60   31. Total number of priests or deacons against whom new credible allegations of sexual abuse of a minor have been reported between January 1 and December 31, 2009.

*Of the total number in item 31, how many were in each category below at the time of the alleged abuse? Choose only one category for each alleged perpetrator. (The sum of items 32-37 should equal item 31).*

  87   32. Religious priests of this province assigned within the United States.  
   4   33. Religious priests of this province assigned outside of the United States.  
   4   34. Religious priests formerly of this province but no longer a member of the religious institute.  
   1   35. Religious priests not of this province but serving in this province of the religious institute.  
   0   36. Deacon members of the religious institute.  
   3   37. Other: \_\_\_\_\_.

*Of the total number in item 31, the number that:*

  21   38. Have had one or more previous allegations reported against them prior to January 1, 2009.  
  42   39. Are deceased, already removed from ministry, already laicized, or missing.  
   2   40. Have been permanently removed or retired from ministry between January 1 and December 31, 2009 based on allegations of abuse.  
   5   41. Have been returned to ministry between January 1 and December 31, 2009 based on the resolution of allegations of abuse.  
  10   42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2009).  
   1   43. Remain in active ministry pending investigation of allegations (as of December 31, 2009).

*Indicate the total number of alleged perpetrators identified **prior to January 1, 2009** that:*

   7   44. Were permanently removed or retired from ministry between January 1 and December 31, 2009 based on allegations of abuse.  
   3   45. Were returned to ministry between January 1 and December 31, 2009 based on the resolution of allegations of abuse.  
   5   46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2009).  
   1   47. Remain in active ministry pending investigation of allegations (as of December 31, 2009).

**COSTS**

*Indicate the approximate total amount of funds expended by the religious institute between January 1 and December 31, 2009 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):*

\$ 8,527,837 48. All settlements paid to victims.  
 \$ 754,744 49. Payments for therapy for victims (if separate from settlements).  
 \$ 1,632,585 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).  
 \$ 4,291,209 51. Payments for attorneys' fees.  
 \$ 441,992 52. Other: \_\_\_\_\_.  
   7   % 53. Approximate percentage of the amount in items 48-52 that was covered by insurance of the religious institute.  
 \$ 951,587 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

*In the event it is necessary for CARA to contact you for clarification about the data reported here, please supply the following information. This contact information will not be recorded in the database.*

Name and title of person completing this form: \_\_\_\_\_  
 Institute: \_\_\_\_\_ Phone: \_\_\_\_\_

**Thank you for completing this survey.**

Center for Applied Research in the Apostolate (CARA), 2300 Wisconsin Ave NW, Suite 400, Washington, DC 20007  
 Phone: 202-687-8080 Fax: 202-687-8083 E-mail CARA@georgetown.edu  
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APPENDIX D

# Directory of Victim Assistance Coordinators

In an effort to help victims/survivors locate a diocesan/eparchial VAC, the USCCB Secretariat of Child and Youth Protection lists on its Web site the names and contact information for each diocesan/eparchial VAC. This information can be found at [www.usccb.org/ocyp/helpandhealing.shtml](http://www.usccb.org/ocyp/helpandhealing.shtml). The current VAC information from the SCYP site is also provided in this Appendix. Those dioceses/eparchies without information listed did not furnish the information to the Secretariat when asked or did not wish it posted.

## Victim Assistance Coordinators

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Albany	Theresa F. Rodrigues	518-453-6646	<a href="mailto:assistance.coordinator@rcda.org">assistance.coordinator@rcda.org</a>
Alexandria	Patrick McCusker Mary Girard	318-445-6424 x206 318-623-3804 318-449-8571	<a href="mailto:pmccusker@diocesealex.org">pmccusker@diocesealex.org</a> <a href="mailto:marygirard@bellsouth.net">marygirard@bellsouth.net</a>
Allentown	Helen Kelleher	800-791-9209	<a href="mailto:hkelleher@allentowndiocese.org">hkelleher@allentowndiocese.org</a>
Altoona-Johnstown	Sr. Marilyn Welch	814-693-9333	<a href="mailto:victimadvocate@dioceseaj.org">victimadvocate@dioceseaj.org</a>
Amarillo	Belinda Taylor	806-373-5232 800-658-6643 806-372-1092	<a href="mailto:Wesley@amaonline.com">Wesley@amaonline.com</a>
Anchorage	Rosemary Insley	248-885-2406	<a href="mailto:rinsley@aol.com">rinsley@aol.com</a>
Arlington	Patricia Mudd, ACSW Kathryn Kramer, LCSW	703- 841-2530 703-841-2759	<a href="mailto:p.mudd@arlingtondiocese.org">p.mudd@arlingtondiocese.org</a> <a href="mailto:k.kramer@arlingtondiocese.org">k.kramer@arlingtondiocese.org</a>
Atlanta	Sue Stubbs	404-885-7459	<a href="mailto:sstubbs@archatl.com">sstubbs@archatl.com</a>
Austin	Patricia Stankus	512-917-0027	<a href="mailto:patstankus@realtime.net">patstankus@realtime.net</a>
Baker	Dr. Angelina Montoya	541-678-5652	<a href="mailto:Montoyamd@bendbroadband.com">Montoyamd@bendbroadband.com</a>
Baltimore	Judy Dobson, LCSW	866-417-7469	<a href="mailto:assistance@archbalt.org">assistance@archbalt.org</a>
Baton Rouge	Amy Cordon	225-242-0202	<a href="mailto:acordon@diobr.org">acordon@diobr.org</a>
Beaumont	Becky Richard	409-924-4433	<a href="mailto:brichard@catholiccharitiesbmt.org">brichard@catholiccharitiesbmt.org</a>
Belleville	Lynn Muscarello	618-212-0050 x104	<a href="mailto:lmuscarello@diobelle.org">lmuscarello@diobelle.org</a>
Biloxi	Sr. Mary Riordan, RSM	228-760-0223	<a href="mailto:smaryriordan@bellsouth.net">smaryriordan@bellsouth.net</a>
Birmingham	Al Manzella	205-776-7130	<a href="mailto:amanzella@bhmdiocese.org">amanzella@bhmdiocese.org</a>
Bismarck	Joel Melarvie	701-223-1347	<a href="mailto:jmelarvie@bismarckdiocese.com">jmelarvie@bismarckdiocese.com</a>
Boise	Melaney Swenson	208-345-6031 x113	<a href="mailto:mswenson@ccidaho.org">mswenson@ccidaho.org</a>
Boston	Barbara Thorp	781-794-2581 x14	<a href="mailto:Barbara_Thorp@rcab.org">Barbara_Thorp@rcab.org</a>
Bridgeport	Erin Neil, LCSW	203-650-3265	<a href="mailto:eneil@diobpt.org">eneil@diobpt.org</a>
Brooklyn	Sr. Ellen Patricia Finn, OP, MEd, LMSW	718-722-6050	<a href="mailto:srepfinn@ccbq.org">srepfinn@ccbq.org</a>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Brooklyn Armenian Excharate	Sr. Ellen Patricia Finn, OP, MEd, LMSW	718-722-6050	srepffinn@ccbq.org
Brownsville	Walter Lukaszek	956-457-0010 (cell) 956-784-5066	walukaszek@gmail.com wlukaszek@cdob.org
Buffalo	Mary Ann Deibel-Braun	716-895-3010	maryann.deibel-braun@ccwny.org
Burlington	Ellie Calabrese Sr. Susan Fortier	866-482-2488 802-658-6111 x1310	askforellie@hotmail.com sfortier@vermontcatholic.org
Camden	Barbara Gondek	800-964-6588	
Charleston	Louisa Storen	843-856-0748 800-921-8122	Louisa@catholic-doc.org
Charlotte	David Harold	704-370-3363	dwharold@charlottediocese.org
Cheyenne	Deacon Rolland Raboin	307-532-1571	rraboin@vistabeam.com
Chicago	Matt Hunnicutt	312-534-8267	mhunnicutt@archchicago.org
Cincinnati	Sr. Mary Garke	513-421-3131 x2865	mgarke@catholiccincinnati.org
Cleveland	Sr. Laura Bouhall, OSU	216-696-6525 x2060	lbouhall@dioceseofcleveland.org
Colorado Springs	Barbara Mahoney, RN, MA, CS	719-633-8182	michaelaandb@msn.com
Columbus	Msgr. Stephan J. Moloney	614-224-2251	smoloney@colsdioc.org
Corpus Christi	Kristi Skrobarczyk Rev. Joseph A. Lopez, JCL	361-882-6191	KSkrobarczyk@diocesecc.org flopez@diocesecc.org
Covington	Margaret M. Schack	859-392-1515	mschack@covingtondiocese.org
Crookston	Louann C. McGlynn	218-637-2010	lmcglynn@crookston.org
Dallas	Mary Edlund	214-379-2819	medlund@cathdal.org
Davenport	Alicia Owens, LBSW	563-349-5002	vacdav@attglobal.net
Denver	Christopher Pond	303-715-3226	Chris.Pond@archden.org
Des Moines	Mary McCoy	515-286-2024	mmccoy@co.polk.ia.us advocate@dmdiocese.org
Detroit	Margaret Huggard	248-548-4044 x3303 866-343-8055 (hotline)	huggardm@cssoc.org
Dodge City	Donna Staab	620-792-2098	donna@cpcis.net
Dubuque	Tom Anderegg, PhD Joan Manternach Hoffman	563-556-1225 866-319-4636	TJABEGG@aol.com jvac@netins.net
Duluth	Tab Baumgartner	218-249-5495	tbaumgartner@slhduluth.com
El Paso	Susan Martinez	915-872-8465	smartinez@elpasodiocese.org
Erie	Dr. Robert J. Nelsen	814-871-7723	nelsen001@gannon.edu
El Cajon, Eparchy of St. Peter the Apostle	Fr. Sabri A. Kejbo Neda River Kheloud Allos	619-341-1122	sd.michaels@cox.net
Evansville	Dr. Rebecca Luzio	812-490-9565	rluzio@luzioassociates.com
Fairbanks	Barbara Tolliver	907-374-9500	Barb@cbna.org
Fall River	Arlene McNamee	508-674-4681	aam@cssdioc.org
Fargo	Briston Fernandes	701-356-7965	victimassistance@fargodiocese.org
Fort Wayne– South Bend	Mary Glowaski	260-744-3682	mglowaski@verizon.net
Fort Worth	Judy Locke	817-560-3300 x201	jlocke@fwdioc.org

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Fresno	Teresa Dominguez	559-584-4349	tadominguez@sbcglobal.net
Gallup	Sr. Mary Thurlough	505-722-4407	mthurlough@yahoo.com
Galveston-Houston	Sr. Maureen O'Connell	713-654-5799	moconnell@archgh.org
Gary	Steven J. Butera, MS, LMHC	219-662-7066 ext. 25	sbutera@franciscancommunities.com
Gaylord	Tom Tenerovicz	800-727-5147 x3534 989-705-3534	ttenerovicz@dioceseofgaylord.org
Grand Island	Elizabeth Heidt Kozisek	308-382-6565 308-379-1949	BHeidt@gidiocese.org
Grand Rapids	MaryAnn Kowalski	231-730-1060	mkowalski@ccwestmi.org
Great Falls–Billings	Sr. Kathleen Kane, OP	406-378-2250	kkop@itstriangle.com
Green Bay	Ann Fox	877-270-8174 920-272-8174	afox@gbdioc.org
Greensburg	Fr. Raymond Riffle Dr. Paul Niemiec	724-837-1840 x655	rriffle@dioceseofgreensburg.org pn Niemiec@dioceseofgreensburg.org
Harrisburg	Mark A. Totaro, PhD	717-657-4804 x274	mtotaro@hbgdiocese.org
Hartford	Sr. Mary Kelly, CSJ	860-541-6491	sr.maryk@aohct.org
Helena	Helen Beaufoiel	406-442-4130	victimassistant@diocesehelena.org
Honolulu	Rev. Khanh Hoang Joseph Bloom	808-533-1791 808-527-4471	khoang@rcchawaii.org bloomj@catholiccharitieshawaii.org
Houma-Thibodaux	Nancy Diedrich	985-850-3129	ndiedrich@htdiocese.org
Indianapolis	Jan Link	800-382-9836 x1548	jlink@archindy.org
Jackson	Louise Dillon, LCSW	601-326-3728	louise.dillon@catholiccharitiesjackson.org
Jefferson City	Ronald W. Vessell	573-635-9127 x224	review@diojeffcity.org
Joliet	Judith Speckman	815-263-6467	jspeckman@dioceseofjoliet.org
Juneau	Robbie Izzard	907-586-2227 x25	robbiei@gci.net
Kalamazoo	Patrick Hall	269-349-8714 x246	phall@dioceseofkalamazoo.org
Kansas City in Kansas	Dr. Dennis Schemmel	913-909-2740	schemmeld@umkc.edu
Kansas City–St. Joseph (Missouri)	Leslie Guillot	816-361-2666	LGuil45337@aol.com
Knoxville	Marla Lenihan	865-482-1388	mvlenihan@yahoo.com
La Crosse	Daniel Buss	608-678-1137	dbuss@chdevelopment.org
Lafayette	Carmer Falgout	337-237-0036	
Lafayette in Indiana	Timothy Heck	800-533-7018	timothyheck@sbcglobal.net
Lake Charles	Rev. Whitney Miller	337-439-7400	wgm1pc@aol.com
Lansing	Adrienne Rowland	888-308-6252	arowlandvac@dioceseoflansing.org
Laredo	Mrs. Lucy R. Cardenas	956-727-2140 x7825	mchancellor3@dioceseoflaredo.org
Las Cruces	Dr. Wayne Pribble	505-523-7577	wpribble@dioceseoflascruces.org
Las Vegas	Ronald Vallence	702-235-7723	assistmin@dioceseoflasvegas.org
Lexington	Nelda Stephens Jackson	859-253-1993 x214	njackson@cdlex.org
Lincoln	Msgr. Dan Seiker	402-784-2511	msgr.daniel.seiker@windstream.net
Lithuanian Catholics Outside Lithuania	Sheryl Stapleton		

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Little Rock	Dr. George Simon Dr. Sherry Simon	501-766-6001	sherrysimon@sbcglobal.net georgeksimon@sbcglobal.net
Los Angeles	Mrs. Suzanne Healy	213-637-7650	sdhealy@la-archdiocese.org
Louisville	Tom Robbins	502-636-1044	trobbs@archlou.org
Lubbock	Charlotte Amato	806-792-6168 x222	camato@ctkcathedral.org
Madison	Kevin Phelan	608-821-3162	kevin.phelan@straphael.org
Manchester	Joseph P. Naff	603-668-0014 x233	jnaff@nh-cc.org
Marquette	Rosalyn Groves Patricia Johnson	866-857-6459 906-474-9102	regroves@chartermi.net johnsonpj@ironbay.net
Memphis	Shari Lee	901-652-4066	sharileelcs@bellsouth.net
Metuchen	Carmen Diaz-Petti	908-722-1881	cdiaz@ccdom.org
Miami	Dcn. Richard Turcotte	866-802-2873	rturcotte@ccadm.org
Military Services	John Schlageter	202-719-3635	JSchlageter@milarch.org
Milwaukee	Amy Peterson	414-758-2232	PetersonA@archmil.org
Mobile	Fr. Jim Cink	251-434-1559 251-661-5130	childprotection@bellsouth.net jcink@mobilearchdiocese.org
Monterey	Carol Kaplan	800-321-5220	CKaplan@dioceseofmonterey.org
Nashville	Deacon Hans Toecker	615-783-0765 800-383-6391 x165	Hans.Toecker@dioceseofnashville.com
New Orleans	Sr. Carmelita Centanni	504-861-6253	srcarmelita@archdiocese-no.org
New Ulm	Chris Loetscher	507-359-2966	cloetscher@dnu.org
New York	Deacon Lawrence O'Toole Sr. Eileen Clifford, OP	914-594-4646 212-371-1000 x2949	deacon_otoole@nymc.edu victimassistance@archny.org
Newark	Wendy Pierson	201-407-3256	piersonwe@rcan.org
Newton (Greek-Melkite)	Rev. Daniel Munn	706-738-5623	
Norwich	Marie Twomey	800-624-7407 860-889-4455	
Oakland	Sr. Glenn Anne McPhee, OP	510-267-8334	gmcphee@oakdiocese.org
Ogdensburg	Terri Anne Yanulavich	518-561-3100	aycsn@westelcom.com
Oklahoma City	Jennifer Goodrich	405-721-5651 x150	jgoodrich@catharchdioceseokc.org
Omaha	Mary Beth Hanus	402-827-3798	mbhanus@archomaha.org
Orange	Herminia Shea-Martinez	800-364-3064	AMCDioceseOrange@rcbo.org
Orlando	Heidi Peckham, LMHC	407-246-4866	hpeckham@orlandodiocese.org
Our Lady of Deliverance of Newark of the Syrians	Dr. Mufid Al-Najaar, MD	201-583-1067 248-642-3388	frsyrac@aol.com
Our Lady of Lebanon of Los Angeles for Maronites	Rev. Peter Karam	216-781-6161	peterkaram10@aol.com
Owensboro	Rita Heinz	270-683-1545	rita.heinz@pastoral.org
Palm Beach	Terry Fretterd	561-801-0999	tfretterd@cardinalnewman.com
Parma (Byzantine Eparchy of)	Dr. Sharon Petrus	330-958-9630	

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Passaic of the Ruthenians (Byzantine Eparchy of)	Dr. Maureen Daddona	516-457-5684	<i>m_daddona@pb.net</i>
Paterson	Peggy Zanello	973-879-1489	
Pensacola-Tallahassee	Danielle Malone Dr. James Gagnon	850-438-3131 x17 850-877-0205	<i>maloned@shc.ptdiocese.org</i>
Peoria	Deacon Bob Sondag	309-241-6600	<i>dcnsondag@cdop.org</i>
Philadelphia	Karen Becker Louise Hagner Judy Cruz-Ransom Maggie Marshall	888-800-8780 215-587-3880	<i>kbecker@adphila.org</i> <i>lhagner@adphila.org</i> <i>jcransom@adphila.org</i> <i>mmarshall@adphila.org</i>
Philadelphia for Ukrainians	Andriy Raby	267-303-8041 (cell)	<i>ukrchildprotection@catholic.org</i>
Phoenix	Jean Sokol, LCSW, LISAC	602-354-2396	<i>jsokol@dioceseofphoenix.org</i>
Pittsburgh	Rita E. Flaherty	412-456-3060 888-808-1235 (hotline)	<i>rflaherty@diopitt.org</i>
Pittsburgh, Byzantine Rite	Sr. Barbara Jean Mihalchick	724-438-7149 724-322-8787 (cell)	<i>sbjm45@yahoo.com</i>
Portland	Carolyn Bloom Deacon John Brennan	207-782-1051 207-650-0492 207-321-7836	<i>c.bloom@myfairpoint.net</i> <i>john.brennan@portlanddiocese.org</i>
Portland in Oregon	Cathy Shannon	503-416-8810 503-233-8302	<i>cshannon@archdpdx.org</i>
Providence	Paula Loud	401-946-0728	<i>ploud@dioceseofprovidence.org</i>
Pueblo	Jayne Mazur, MS, MSW	719-544-4233 x115	<i>jmazur@pueblocharities.org</i>
Raleigh	Kathleen Walsh	866-535-SAFE	<i>safe@raldioc.org</i>
Rapid City	Maryann Tully	605-209-3418	
Reno	Marilyn Janka Kathleen Shane	775-753-9542 775-826-6555	
Richmond	Niki Mello, LCSW Joe New, LPC Lydia Strawbridge	804-285-5900 757-467-7707 540-342-0411	<i>Niki_mello@cccovirginia.org</i> <i>jnew@cceva.org</i> <i>lydia.strawbridge@cccovva.org</i>
Rochester	Barbara Pedeville	585-328-3228 x1215	<i>pedeville@dor.org</i>
Rockford	Richard Kunnert	815-962-9347 815-226-4770 (home)	
Rockville Centre	Eileen F. Puglisi, MS, PD	516-678-5800 x573	<i>epuglisi@drcv.com</i>
Sacramento	Cathi Fisher	916-733-0142	<i>cfisher@diocese-sacramento.org</i>
Saginaw	Sr. Janet Fulgenzi, OP, PhD	989-797-6682	<i>jfulgenzi@dioceseofsaginaw.org</i>
Salina	Ann Kresin	785-825-0865	<i>reportabuse@salinadiocese.org</i>
Salt Lake City	Colleen E. Gudreau	801-328-8641 x344	<i>SafeEnv@dioslc.org</i>
San Angelo	Lori Hines	325-374-7609	<i>haedu61@verizon.net</i>
San Antonio	Steve Martinez	210-734-7786 877-700-1888	<i>Smartinez@archsa.org</i>
San Bernardino	Sr. Rosaline O'Connor	909-855-2296	<i>roconnor@sbdioocese.org</i>
San Diego	Msgr. Steve Callahan	858-490-8310	<i>scallaha@diocese-sdiego.org</i>
San Francisco	Barbara Elordi	415-614-5506	<i>elordib@sfnarchdiocese.org</i>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
San Jose	John Dudley, MSW	408-983-0141 408-983-0113	<i>protection@dsj.org</i>
Santa Fe	Annette Klimka	505-831-8144	<i>aklimka@archdiosf.org</i>
Santa Rosa	Julie Sparacio	707-566-3308	<i>jsparacio@santarosacatholic.org</i>
Savannah	Rosemary Downing	912-925-6169	
Scranton	Joan L. Holmes	570-344-5216	<i>joan_holmes@verizon.net</i>
Seattle	Denise Aubuchon	800-446-7762	<i>denisea@seattlearch.org</i>
Shreveport	Glenda Lawson, LPC, LMFT	318-294-1031	<i>glendalawso81240@bellsouth.net</i>
Sioux City	Angie Mack	712-279-5610	<i>macka@mercyhealth.com</i>
Sioux Falls	Jean Lorang	800-700-7867 605-988-3776	<i>jlorang@sfcatholic.org</i>
Spokane	Roberta Smith	509-353-0442	<i>rsmith@dioceseofspokane.org</i>
Springfield in Illinois	Patricia Kornfeld	217-321-1155	<i>pkornfeld@dio.org</i>
Springfield in Massachusetts	Patricia Finn McManamy	413-452-0624	<i>p.mcmanamy@diospringfield.org</i>
Springfield–Cape Girardeau	Dr. Kathleen Griesemer John Kreymer, PsyD, DAPA	417-848-4601 417-597-3755	<i>psychit2me@hotmail.com</i>
St. Augustine	Judy Pinson Ann Crowder	904-262-3200 x129	<i>jpinson@dosafl.com</i>
St. Cloud	Roxann Storms	320-248-1563	<i>rstorms@gw.stcdio.org</i>
St. George in Canton (Romanian Eparchy of)	Carol Ann Gall	330-995-4185	
St. Louis	Carol Brescia, LCSW Deacon Phil Hengen	314-792-7704	<i>breshinmo@aol.com</i> <i>PHengen@archstl.org</i>
St. Maron of Brooklyn for the Maronites	Rosanne Solomon	781-828-5183	<i>rosannesolomon@gmail.com</i>
St. Nicholas in Chicago for Ukrainians	Serge Michaluk	773-733-3312	<i>sergemichaluk@gmail.com</i>
St. Paul and Minneapolis	Greta Sawyer	651-291-4497	<i>sawyerg@archspm.org</i>
St. Petersburg	Marti Zeitz	866-407-4505	<i>mzeit@ccdosp.org</i>
St. Thomas, Virgin Islands	Sr. Victoria Andreoli, RGS	340-713-8724 340-690-0312	<i>goodshep@viaccess.net</i>
St. Thomas the Apostle (Southfield, Michigan)	Janan Senawi	248-351-0440	<i>janansenawi@yahoo.com</i>
Stamford (Ukrainian Catholic Diocese of)	Rev. Ihor Midzak	203-324-7698	<i>vicargeneral@optonline.net</i>
Steubenville	Msgr. Kurt Kemo	740-282-3631	<i>kkemo@diosteub.org</i>
Stockton	Sr. Barbara Thiella	209-466-0636 x602	<i>Bthiella@stocktondiocese.org</i>
Superior	Cathy Koerpel Gary Nelson Fr. Philip J. Heslin	715-493-4218 715-363-2623 715-398-6183 715-392-2937 715-394-0206	<i>pheslin@catholicdos.org</i>
Syracuse	Nuala Collins	315-470-1465	<i>ncollins@syrdio.org</i>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Eparchy of St. Thomas of Chicago of the Syro-Malabar	Dr. Oommen Joseph	630-964-2151	<i>ojoseph27@yahoo.com</i>
Toledo	Frank DiLallo	419-243-2150	<i>fdilallo@toledodiocese.org</i>
Trenton	Msgr. Walter Nolan Maureen Fitzsimmons	609-921-0505 732-747-9660	<i>wnolan@stpaulofprinceton.org</i> <i>mfitzsimmons@cctrenton.org</i>
Tucson	Michael Ponce	520-623-0344 X 1006	<i>michaelp@ccs-soaz.org</i>
Tulsa	Quentin Henley	918-585-8167 x104	<i>qhenley@catholicchariestulsa.org</i>
Tyler	Rev. Gavin M. Vaverek	903-266-2159	<i>promoter@dioceseoftyler.org</i>
Van Nuys for the Ruthenians (Byzantine Eparchy of)	Rosemarie Ludwig, PhD	480-338-8788 602-997-1550	<i>rstussy@cox.net</i>
Venice	Barbara DiCocco	941-416-6114	<i>bdicocco@aol.com</i>
Victoria	Rev. Gary W. Janak Sr. Emilie Eilers, IWBS	979-543-3770 361-575-7111	<i>pastor@stphilipapostle.org</i> <i>eeilers72@yahoo.com</i>
Washington	Marcia Zvara	301-853-5379	<i>mzvara@adw.org</i>
Wheeling-Charleston	Dr. Patricia M. Bailey, PhD	304-242-6988	<i>trishabwv@aol.com</i>
Wichita	Victoria Jackson	316-200-5951	<i>vjackson14@att.net</i>
Wilmington	Peggie McLaughlin	302- 656-0651	<i>mmclaughlin@ccwilm.org</i>
Winona	Pamela J. Thompson	507-454-4643 x223	<i>pjthompson@dow.org</i>
Worcester	Frances Nugent	508-929-4363	<i>fnugent@worcestardiocese.org</i>
Yakima	Janet Ericson	888-276-4490	<i>jerickson@cfcsyakima.org</i>
Youngstown	Nancy L. Yuhasz	330-744-8451 x235	<i>nyuhasz@youngstowndiocese.org</i>

APPENDIX E

# Directory of Safe Environment Program Coordinators

Appendix E provides a directory of the diocesan/eparchial safe environment program coordinators, along with their contact information. This list can also be found on the USCCB/SCYP Web site: [www.usccb.org/ocyp/sepcoord.shtml](http://www.usccb.org/ocyp/sepcoord.shtml).

## Safe Environment Program Coordinators

DIOCESE	SAFE ENVIRONMENT PROGRAM COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Albany	Joyce Tarantino	518-453-6635	<a href="mailto:joyce.tarantino@rcda.org">joyce.tarantino@rcda.org</a>
Alexandria	Patrick McCusker	318-445-6424 x206	<a href="mailto:pmccusker@diocesealex.org">pmccusker@diocesealex.org</a>
Allentown	Sr. Meg Cole	610-289-8900 x222	<a href="mailto:mcole@allentowndiocese.org">mcole@allentowndiocese.org</a>
Altoona-Johnstown	Sr. Donna Marie Leiden	814-693-1401 x145	<a href="mailto:dleiden@dioceseaj.org">dleiden@dioceseaj.org</a>
Amarillo	Deacon Blaine Westlake	806-383-2243 x117	<a href="mailto:bwestlake@amarillodiocese.org">bwestlake@amarillodiocese.org</a>
Anchorage	Sr. Jackie Stoll, OP	907-297-7736	<a href="mailto:jstoll@caa-ak.org">jstoll@caa-ak.org</a>
Arlington	Rev. Terry Specht Andrew Riley	703-841-2529 703-841-3808	<a href="mailto:T.Specht@arlingtondiocese.org">T.Specht@arlingtondiocese.org</a> <a href="mailto:a.riley@arlingtondiocese.org">a.riley@arlingtondiocese.org</a>
Atlanta	Jennifer Broel	404-978-2765	<a href="mailto:jbroel@archatl.com">jbroel@archatl.com</a>
Austin	Emily Hurlimann	512-949-2447	<a href="mailto:emily-hurlimann@austindiocese.org">emily-hurlimann@austindiocese.org</a>
Baker	Peggy Buselli	541-388-4004	<a href="mailto:peggy@dioceseofbaker.org">peggy@dioceseofbaker.org</a>
Baltimore	Alison J. D'Alessandro Jerri Burkhardt	410-547-5348 410-547-5368	<a href="mailto:adalessandro@archbalt.org">adalessandro@archbalt.org</a> <a href="mailto:jburkhardt@archbalt.org">jburkhardt@archbalt.org</a>
Baton Rouge	Amy Cordon	225-242-0202	<a href="mailto:acordon@diobr.org">acordon@diobr.org</a>
Beaumont	Paul Thomas	409-924-4315	<a href="mailto:pthomas@dioceseofbmt.org">pthomas@dioceseofbmt.org</a>
Belleville	Lynn Muscarello	618-212-0050 x104	<a href="mailto:lmuscarello@diobelle.org">lmuscarello@diobelle.org</a>
Biloxi	Dr. Mike Ladner Leo Trahan Bragg Moore	228-702-2129 228-702-2133 228-702-2141	<a href="mailto:glader@biloxidiocese.org">glader@biloxidiocese.org</a> <a href="mailto:ltrahan@biloxidiocese.org">ltrahan@biloxidiocese.org</a> <a href="mailto:bmoore@biloxidiocese.org">bmoore@biloxidiocese.org</a>
Birmingham	Donald J. Schwarzhoff	205-838-8301	<a href="mailto:dschwarzhoff@bhmdiocese.org">dschwarzhoff@bhmdiocese.org</a>
Bismarck	Joel Melarvie	701-223-1347	<a href="mailto:jmelarvie@bismarckdiocese.com">jmelarvie@bismarckdiocese.com</a>
Boise	Bob Fontaine	208-342-1311 x 5155	<a href="mailto:bfontaine@rcdb.org">bfontaine@rcdb.org</a>
Boston	Robert Kelley	617-746-5996	<a href="mailto:bob_kelley@rcab.org">bob_kelley@rcab.org</a>
Bridgeport	Erin Neil	203-416-1406 203-650-3265	<a href="mailto:eneil@diobpt.org">eneil@diobpt.org</a>
Brooklyn Armenia Excharate	Very Rev. Raphael Andonia	617-489-2280 203-650-3265 (cell)	<a href="mailto:raphael@andonian.org">raphael@andonian.org</a>
Brooklyn	Sr. Patricia Hudson	718-281-9672	<a href="mailto:phudson@rcdob.org">phudson@rcdob.org</a>
Brownsville	Walter Lukaszek	956-457-0010 (cell) 956-464-4898	<a href="mailto:walukaszek@gmail.com">walukaszek@gmail.com</a> <a href="mailto:wlukaszek@cdob.org">wlukaszek@cdob.org</a>

<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Buffalo	Don Blowey	716-847-5532	<a href="mailto:safekids@buffalodiocese.org">safekids@buffalodiocese.org</a>
Burlington	Jeanne Bruno	802-658-6110 x1219	<a href="mailto:jbruno@vermontcatholic.org">jbruno@vermontcatholic.org</a>
Camden	Rod J. Herrera	856-583-6114	<a href="mailto:rherrera@camdendiocese.org">rherrera@camdendiocese.org</a>
Charleston	Fr. Titus Fulcher	843-853-2130 x209	<a href="mailto:frtitus@catholic-doc.org">frtitus@catholic-doc.org</a>
Charlotte	Terri Wilhelm	704-370-3338	<a href="mailto:twilhelm@charlottediocese.org">twilhelm@charlottediocese.org</a>
Cheyenne	Carol DeLois	307-638-1530	<a href="mailto:Carol@dioceseofcheyenne.org">Carol@dioceseofcheyenne.org</a>
Chicago	Mayra Flores	312-534-5238	<a href="mailto:mflores@archchicago.org">mflores@archchicago.org</a>
Cincinnati	Fr. Joseph Binzer	513-263-6601	<a href="mailto:jbinzer@catholiccincinnati.org">jbinzer@catholiccincinnati.org</a>
Cleveland	Sharon Minson	216-696-6525 x1157	<a href="mailto:sminson@dioceseofcleveland.org">sminson@dioceseofcleveland.org</a>
Colorado Springs	Ed Gaffney	719-636-2345	<a href="mailto:edgaffney@diocs.org">edgaffney@diocs.org</a>
Corpus Christi	Kristi Skrobarczyk	316-882-6191	<a href="mailto:KSkrobarczyk@diocesecc.org">KSkrobarczyk@diocesecc.org</a>
Columbus	Regina E. Quinn	614-241-2565	<a href="mailto:rquinn@cdeducation.org">rquinn@cdeducation.org</a>
Covington	Margaret Schack	859-392-1515	<a href="mailto:mschack@covingtondiocese.org">mschack@covingtondiocese.org</a>
Crookston	Reathel Giannonatti, JD	218-281-4533	<a href="mailto:rgiannonatti@crookston.org">rgiannonatti@crookston.org</a>
Dallas	Barbara Landregan	214-379-2812	<a href="mailto:blandregan@cathdal.org">blandregan@cathdal.org</a>
Davenport	Mary Wieser	563-324-1912 x263	<a href="mailto:wieser@davenportdiocese.org">wieser@davenportdiocese.org</a>
Denver	Nicki A. Scheurwater Christopher Pond	303-715-3241 303-715-3226	<a href="mailto:nicki.scheurwater@archden.org">nicki.scheurwater@archden.org</a> <a href="mailto:chris.pond@archden.org">chris.pond@archden.org</a>
Des Moines	Sr. Jude Fitzpatrick	515-237-5048	<a href="mailto:jfitzpatrick@dmdiocese.org">jfitzpatrick@dmdiocese.org</a>
Detroit	Sharon Gorman	313-237-5826	<a href="mailto:Gorman.sharon@aod.org">Gorman.sharon@aod.org</a>
Dodge City	Sr. Janice Grochowsky	620-227-1527	<a href="mailto:jgrochowsky@dcdiocese.org">jgrochowsky@dcdiocese.org</a>
Dubuque	Joanne Pohland	563-556-2580 x227	<a href="mailto:dbqcopc@arch.pvt.k12.ia.us">dbqcopc@arch.pvt.k12.ia.us</a>
Duluth	Ernie Stauffenecker	218-724-9111	<a href="mailto:estauffenecker@dioceseduluth.org">estauffenecker@dioceseduluth.org</a>
El Paso	Elena Bejarano	915-872-8427	<a href="mailto:ebejarano@elpasodiocese.org">ebejarano@elpasodiocese.org</a>
Erie	Karen Streett	814-824-1222	<a href="mailto:kstreett@eriercd.org">kstreett@eriercd.org</a>
Evansville	Judy Neff	812-424-5536 x248	<a href="mailto:jneff@evdio.org">jneff@evdio.org</a>
Fairbanks	Barbara Tolliver	907-374-9500	<a href="mailto:Barb@cbna.org">Barb@cbna.org</a>
Fall River	Debora Jones	508-674-4681 x127	<a href="mailto:djones@cssdioc.org">djones@cssdioc.org</a>
Fargo	Msgr. Dennis Skonseng Tom Frei	701-356-7900 701-356-7907	<a href="mailto:tom.frei@fargodiocese.org">tom.frei@fargodiocese.org</a>
Fort Wayne–South Bend	Cathie Cicchiello	260-672-1510	<a href="mailto:ccicchiello@fw.diocesefwsb.org">ccicchiello@fw.diocesefwsb.org</a>
Fort Worth	Ruth Smith	817-560-3300	<a href="mailto:rsmith@fwdioc.org">rsmith@fwdioc.org</a>
Fresno	Teresa Dominguez	559-584-4349	<a href="mailto:tadominguez@sbcglobal.net">tadominguez@sbcglobal.net</a>
Gallup	Sr. Mary Thurlough, DC	505-722-4407	<a href="mailto:mthurlough@yahoo.com">mthurlough@yahoo.com</a>
Galveston-Houston	Karen Ann Martin	713-652-4401	<a href="mailto:kamartin@archgh.org">kamartin@archgh.org</a>
Gary	Kelly Venegas	219-769-9292 x224	<a href="mailto:kvenegas@dcgary.org">kvenegas@dcgary.org</a>
Gaylord	Tom Tenerovicz	800-727-5147 x3534 989-705-3534	<a href="mailto:ttenerovicz@dioceseofgaylord.org">ttenerovicz@dioceseofgaylord.org</a>
Grand Island	Elizabeth A. Heidt Kozisek	308-382-6565 308-379-1949	<a href="mailto:BHeidt@gidiocese.org">BHeidt@gidiocese.org</a>
Grand Rapids	Tom Dalton	616-475-1246 616-243-0491	<a href="mailto:tdalton@dioceseofgrandrapids.org">tdalton@dioceseofgrandrapids.org</a>

<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Great Falls–Billings	Sr. Kathleen Kane, OP	406-378-2250 406-378-2369	kkop@itstriangle.com
Green Bay	Karen Bass	920-272-8198	kbass@gbdioc.org
Greensburg	Charles Quiggle	724-837-0901	cquiggle@dioceseofgreensburg.org
Harrisburg	Rob Williams Marcia Rush	717-657-4804 x299	rwilliams@hbgdiocese.org mrush@hbgdiocese.org
Hartford	Dolores M. Skovich Sr. Mary Kelly	860-541-6491	dees@aohct.org sr.maryk@aohct.org
Helena	Judy Ober	406-442-5820 406-594-1455 (cell)	jober@diocesehelena.org
Honolulu	Dara Perreira, PHR	808-585-3306	dperreira@rcchawaii.org
Houma-Thibodaux	Sue Blanchard	985-850-3140	sblanchard@htdiocese.org
Indianapolis	Ed Isakson	317-236-1549	eisakson@archindy.org
Jackson	Vickie Carollo	601-960-8471	vickie.carollo@jacksondiocese.org
Jefferson City	Ronald W. Vessel	573-635-9127 x224	review@diojeffcity.org
Joliet	Sr. Judith Davies, OSF	815-722-6606	jdavies@dioceseofjoliet.org
Juneau	Robbie Izzard	907-586-2227 x25	robbiei@gci.net
Kalamazoo	Margie Haas	269-349-8714 x247	mhaas@dioceseofkalamazoo.org
Kansas City in Kansas	Fr. Gary Pennings	913-647-0340	frgary@archkck.org
Kansas City–St. Joseph (Missouri)	Mary Fran Horton	913-909-4410	mfhorton@charter.net
Knoxville	Deacon Sean Smith	865-584-3307	ssmith@dioceseofknoxville.org
La Crosse	Fr. Joseph Hirsch	608-791-2666	jhirsch@dioceseoflacrosse.com
Lafayette	Maureen K. Fontenot	337-261-5526	Maureen@dol-louisiana.org
Lafayette in Indiana	Helen Bender	800-942-2397 765-742-4852	hbender@dioceseoflafayette.org
Lake Charles	Mrs. Bernell Ezell	337-439-7426 x305	bernell.ezell@lcdiocese.org
Lansing	Sally A. Ellis	517-342-2551	sellis@dioceseoflansing.org
Laredo	Melinda Mendoza	956-727-2140	mmendoza@dioceseoflaredo.org
Las Cruces	Mary Helen Llañez Debbie Moore Marta Romero Dr. Wayne Pribble	505-523-7577	mhllanez@dioceseoflascruces.org dmoore@dioceseoflascruces.org mromero@dioceseoflascruces.org wpribble@dioceseoflascruces.org
Las Vegas	Ronald Vallence	702-235-7723	assistmin@dioceseoflasvegas.org
Lexington	Jim Paris	859-253-1993 x220	jparis@cdlex.org
Lincoln	Msgr. Timothy Thorburn	402-488-0921	
Little Rock	Teri Tribby	501-664-0340 x313	ttribby@dolr.org
Los Angeles	Joan Vienna	213-637-7227	jvienna@la-archdiocese.org
Louisville	Tom Robbins	502-636-1044	trobbs@archlou.org
Lubbock	Alicia Alvarez	806-792-2234	aalvarez@catholicclubbock.org
Madison	Cheryl Splinter	608-821-3016	cheryl.splinter@straphael.org
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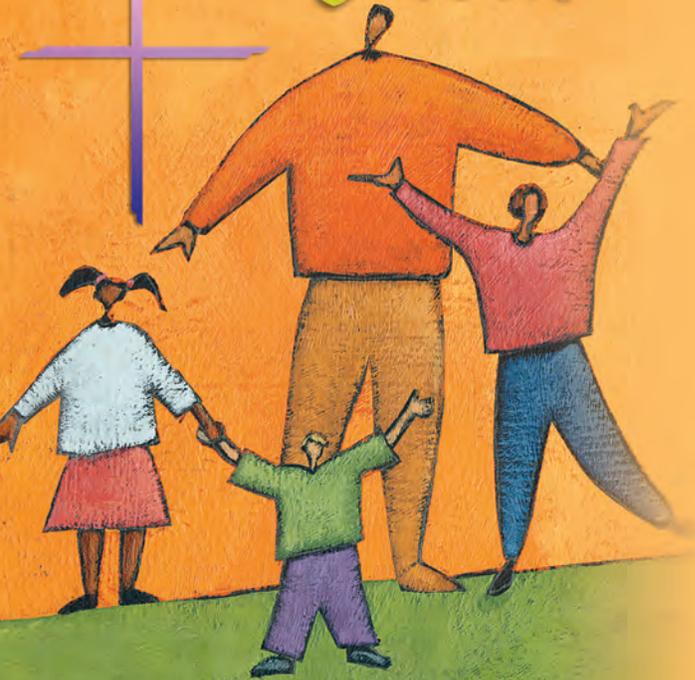
<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
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PROMISE TO

*Protect*

PLEDGE TO

*Heal*



A PRAYER FOR

*Healing*

**Victims of Abuse**

God of endless love,  
ever caring, ever strong,  
always present, always just:  
You gave your only Son  
to save us by the blood of his cross.

Gentle Jesus, shepherd of peace,  
join to your own suffering  
the pain of all who have been hurt  
in body, mind, and spirit  
by those who betrayed the trust placed in them.

Hear our cries as we agonize  
over the harm done to our brothers and sisters.  
Breathe wisdom into our prayers,  
soothe restless hearts with hope,  
steady shaken spirits with faith:  
Show us the way to justice and wholeness,  
enlightened by truth and enfolded in your mercy.

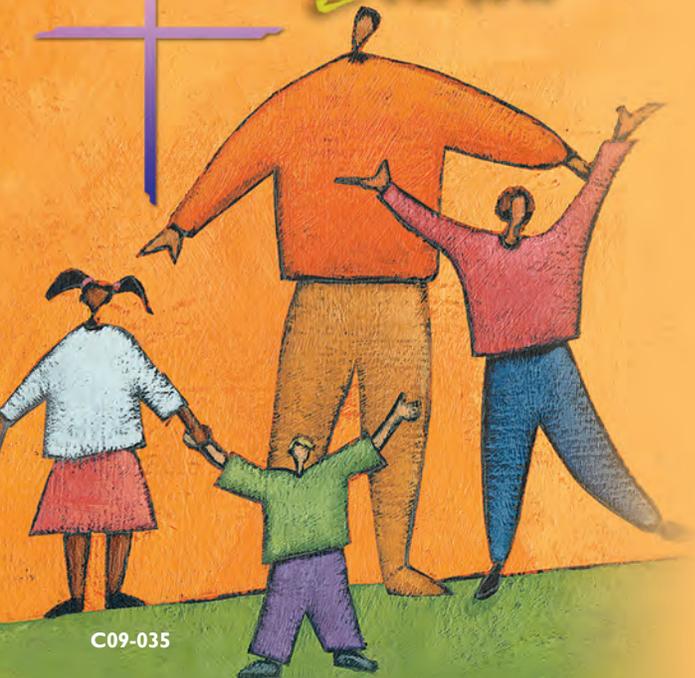
Holy Spirit, comforter of hearts,  
heal your people's wounds  
and transform our brokenness.  
Grant us courage and wisdom, humility and grace,  
so that we may act with justice  
and find peace in you.  
We ask this through Christ, our Lord. Amen.

PROMESA DE

*Proteger*

COMPROMISO  
PARA

*Sanar*



ORACIÓN PARA

*Sanar*

**Victimas de Abuso**

Dios de amor infinito,  
siempre bondadoso, siempre fuerte,  
siempre presente, siempre justo:  
Tú diste a tu único Hijo  
para salvarnos por la sangre de su cruz.

Jesús Bueno, pastor de paz,  
une a tu propio sufrimiento  
el dolor de todos quienes han sido heridos  
en cuerpo, mente y espíritu  
por aquellos quienes traicionaron  
la confianza puesta en ellos.

Oye nuestro llanto mientras sufrimos  
por el daño causado a nuestros hermanos y hermanas.  
Infunde sabiduría en nuestras oraciones,  
alivia nuestros corazones intranquilos con la esperanza,  
enderezza los espíritus tambaleantes con fe:  
Muéstranos el camino hacia la justicia y la entereza,  
danos la luz de la verdad y cúbreonos con tu misericordia.

Espíritu Santo, consolador de corazones,  
cura las heridas de tu pueblo  
y rescátanos de nuestra dispersión.  
Danos valentía y sabiduría, humildad y gracia  
para que así actuemos con justicia  
y encontremos paz en ti.  
Te lo pedimos por Cristo, Nuestro Señor. Amén.