



Secretariat of
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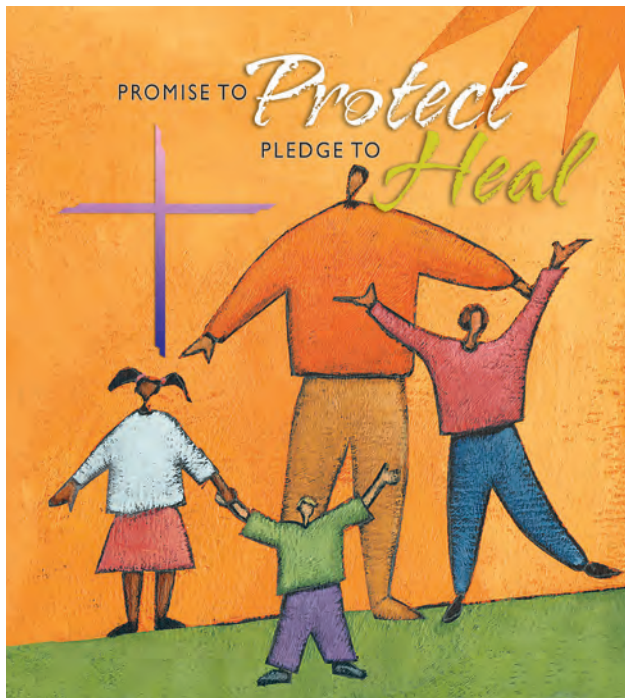
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United States
Conference of
Catholic Bishops

2010 Annual Report

Findings and Recommendations

MARCH 2011

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



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UNITED STATES
CONFERENCE OF
CATHOLIC BISHOPS

United States Conference of Catholic Bishops

Washington, DC

The *2010 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 *2010 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, April 2011

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Office of the President

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Archbishop Timothy M. Dolan, OMI

Archbishop of New York

Preface

Archbishop Timothy M. Dolan
President, United States Conference of Catholic Bishops

The Catholic Church in the United States has completed its eighth 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 (Charter)*. This Annual Report details the audit process and provides a picture of the compliance status of our individual dioceses and eparchies.

The sexual abuse crisis in 2002 was tragic in every sense, and we bishops have vowed we would do all in our power to ensure that children in the care of the Church are safe. We also pledged never to forget the victim/survivor; that is why promoting healing and reconciliation is the first Article of the *Charter*.

The bishops made pledges in the *Charter* in 2002 and again in 2005. In my role as president, I now reaffirm to you that as bishops:

We will continue to work to our utmost for the protection of children and youth.

We are committed to ensuring that those who are ordained to the priesthood and put into positions of trust will share this commitment to protecting children and youth as part of their love and commitment to Jesus Christ and his Church.

We will work toward healing and reconciliation for those sexually abused by clerics.

I cannot end without acknowledging the thousands of good honest men of integrity within the priesthood who have worked tirelessly to uphold the teachings of Jesus Christ and be good role models, nor can I fail to praise the laity for all their efforts to protect children and young people. Both are worthy of your prayers and support.

As we all work together in service to our God, may the work of our hands help heal victims/survivors, keep children safe, and encourage the work of our clergy and faithful.



National Review Board for the Protection of Children and Young People

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March 2011

Archbishop Timothy Dolan
President
United States Conference of Catholic Bishops

Dear Archbishop Dolan,

On behalf of the National Review Board and its Audit Committee and in conjunction with the Secretariat for the Protection of Children and Young People, I am pleased to provide you with the 8th Annual Report of the results of this past year's compliance audit. As you know, this extensive process is a critical accountability tool. It serves, for you as the nation's bishops, to demonstrate to each other and to all of the faithful the seriousness with which you take the promises made in the *Charter for the Protection of Children and Young People*.

As this report demonstrates, the vast majority of the bishops in our country continue to comply and cooperate with this important audit process. Unfortunately, there remain two dioceses and five eparchies that do not yet comply. They are:

- Diocese of Baker
- 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 Syriacs refused to participate in the 2010 audits.


Based on that refusal, they are all found not to be in compliance with the *Charter*.

It is my hope and prayer that, with time and persistence, one day the bishops in the United States will have 100% compliance with the audit process. For the sake of our young people, their well-being, their safety, and their faith, we can do no less.

I also want to take this opportunity to draw your attention especially to the Recommendations made in this report. I highlight the importance of good record keeping regarding background checks and participation in safe environment training. I also highlight the great significance of involving parishes in the audit process; the parish is where our children learn and live their young, growing faith (not the chancery). Parish participation in the audit process thus "makes the *Charter* real" for individual parishes and, most importantly, for the participating families and children.

In concluding, I thank you for your own commitment to the safety and well-being of our children. As I indicated in last year's letter to Cardinal George, I once heard a speaker say essentially the following: At any given time, children are a certain percentage of our population, but they are 100% of our future. We owe it to them and to their trust in us as adults in their lives to do our very best to keep them safe and protected in our care.

Very Truly Yours,

A handwritten signature in cursive script, appearing to read "Diane M. Knight".

Ms. Diane M. Knight
Chair



Secretariat of Child and Youth Protection

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March 2011

Archbishop Timothy M. Dolan
President
United States Conference of Catholic Bishops

Ms. Diane Knight, ACSW, CISW
Chair
National Review Board

Your Excellency and Chair Knight,

Presented here is the eighth annual external compliance audit of the *Charter for the Protection of Children and Young People*. As did last year's Annual Report, this audit shows the Church's noteworthy job in keeping its promise to protect and pledge to heal as *Charter* Articles and their mandated actions become integrated into Church life.

As expressed last year, we had hoped be able to report this year that every U.S. diocese had participated in the audit process. Unfortunately that did not come to pass. It was unfortunate, since full compliance with the *Charter* by all dioceses would have spoken volumes to the faithful.

Be assured that the Secretariat of Child and Youth Protection (SCYP) stands ready to assist any diocese at any time with *Charter* compliance. I have written every new bishop offering to travel to his diocese at no expense to the diocese and provide a briefing of the *Charter* for him and his staff and/or presbyterate. The Committee on the Protection of Children and Young People has hosted a New Bishops' *Charter* Orientation during the Bishops' November General Meeting for the past three years. Members of SCYP staff have visited many dioceses to assist them with *Charter*-related issues and have spent hours on the phone with diocesan personnel. Our passion for the healing and reconciliation of victims/survivors, the protection of children, and the Catholic Church are strong.

It is vital that the bishops keep their promise to protect and pledge to heal; and clearly many have done so. Audit participation is external proof that the bishops want to fulfill the pledge they made in adopting this *Charter* and speaks volumes.

Thank you for your leadership, support, and service.

Sincerely,

Teresa M. Kettelkamp
Executive Director



March 1, 2011

Most Reverend Timothy M. Dolan, President
United States Conference of Catholic Bishops

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

Your Excellency and Ms. Knight,

The Gavin Group, Inc. of Boston, MA was again selected to conduct the 2010 audit of each participating Diocese and Eparchy (D/E) in the United States to determine their compliance with the *Charter for the Protection of Children and Young People*. For various reasons, two of the Dioceses and seven of the Eparchies chose not to participate in the audit process. They were; the Diocese of Lincoln in Lincoln NE, the Diocese of Baker in Bend OR, the Eparchy of Our Lady of Nareg in New York for Armenian Catholics, the Eparchy of St. Peter the Apostle for Chaldeans in El Cajon, CA, the Eparchy of Newton for Melkites in West Roxbury, MA, the Eparchy of St. Josaphat for Ukrainians in Parma, OH and the Eparchy of Our Lady of Deliverance of Newark for Syriacs in Bayonne, NJ.

The protocol for the 2010 audit process for the Dioceses and Eparchies was decided by the US Conference of Catholic Bishops (USCCB) and mandated a full on-site audit of one third of all D/Es for the years 2008, 2009, 2010. The D/Es 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, accused, safe environment training and background inquiries conducted. Twenty-four of the 64 full audits conducted also included parish audits which consisted of a visitation to the parish by the auditor.

In order to keep the focus of the audits on the protection of the children, the same audit forms utilized for the 2009 audit were used for the 2010 audit thus maintaining the ease of execution and insuring all that should be done for the safety of the children was being accomplished. For 2010 the audits of D/Es encompassed the time period of July 1, 2009 to June 30, 2010. These parameters enhanced the uniformity of the collection, presentation and evaluation of all information provided by the Dioceses and Eparchies.

No workshops were conducted in preparation for this audit period since they had been offered in prior audit periods and the processes, protocols and procedures remained the same as they had been for the 2008 and 2009 audits. A training session was conducted for the auditors to refresh their knowledge of and sensitivity to the purpose for the audits. The assessment of the conformity to the *Charter* by the D/Es thereby protecting the children and responding to those who had been abused is of paramount importance.

For the first time since the commencement of the current audit protocol, all of the dioceses and eparchies subject to a full, on-site audit were found, at the end of the audit period, to be compliant with the *Charter for the Protection of Children and Young People*. Management letters which offered guidance for performance improvement or highlighted potential problem areas were provided to 55 of the 188 D/Es that were recipients of full or data collection audits. Because of the limited information collected from the data

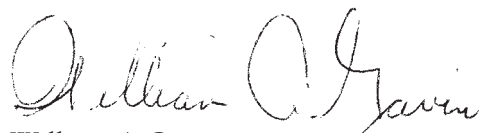
collection audits, no assessment regarding compliance was made on the new information received from the 2010 audits. It was agreed that if the D/E was compliant in their last full on-site audit that designation would continue to 2010. Dioceses and Eparchies that were recipients of full audits received compliance assessments based upon the 2010 audit results.

The information gathered from the 2010 audits demonstrated an expanded commitment on the part of the bishops and eparchs to improve upon an already exceptional dedication toward insuring 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 three years, 57 requests for an on-site audit of parishes in order to verify compliance with the Charter or to detect shortcomings so that remedies could be implemented have been requested. Many dioceses/eparchies have initiated an internal process to audit their own parishes where historically most child abuse has been detected. This proactive approach to the sexual abuse crisis has rekindled the credibility of the Church in the United States and reset a positive image of the Catholic clergy. Abuse issues which, no doubt, will occur in the future must be judged through this prism of performance.

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, has been responsible for the courage of victims/survivors to come forward and for the identification and elimination of abusers from clerical positions. The manner in which the leaders of the Catholic Church in the United States have aggressively addressed the horror of the sexual abuse of children by clergy will serve as a platform for other countries and other religions to follow.

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 to the National Review Board for the opportunity for the past eight years 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. It has been our pleasure to be a significant part of the solution to such an historic problem.

Sincerely Yours,

A handwritten signature in black ink, reading "William A. Gavin". The signature is written in a cursive style with a large, prominent initial "W".

William A Gavin
President
The Gavin Group, Inc.



Center for Applied Research in the Apostolate

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

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March 1, 2011

Most Reverend Timothy M. Dolan, President
United States Conference of Catholic Bishops

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

Dear Archbishop Dolan 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*.

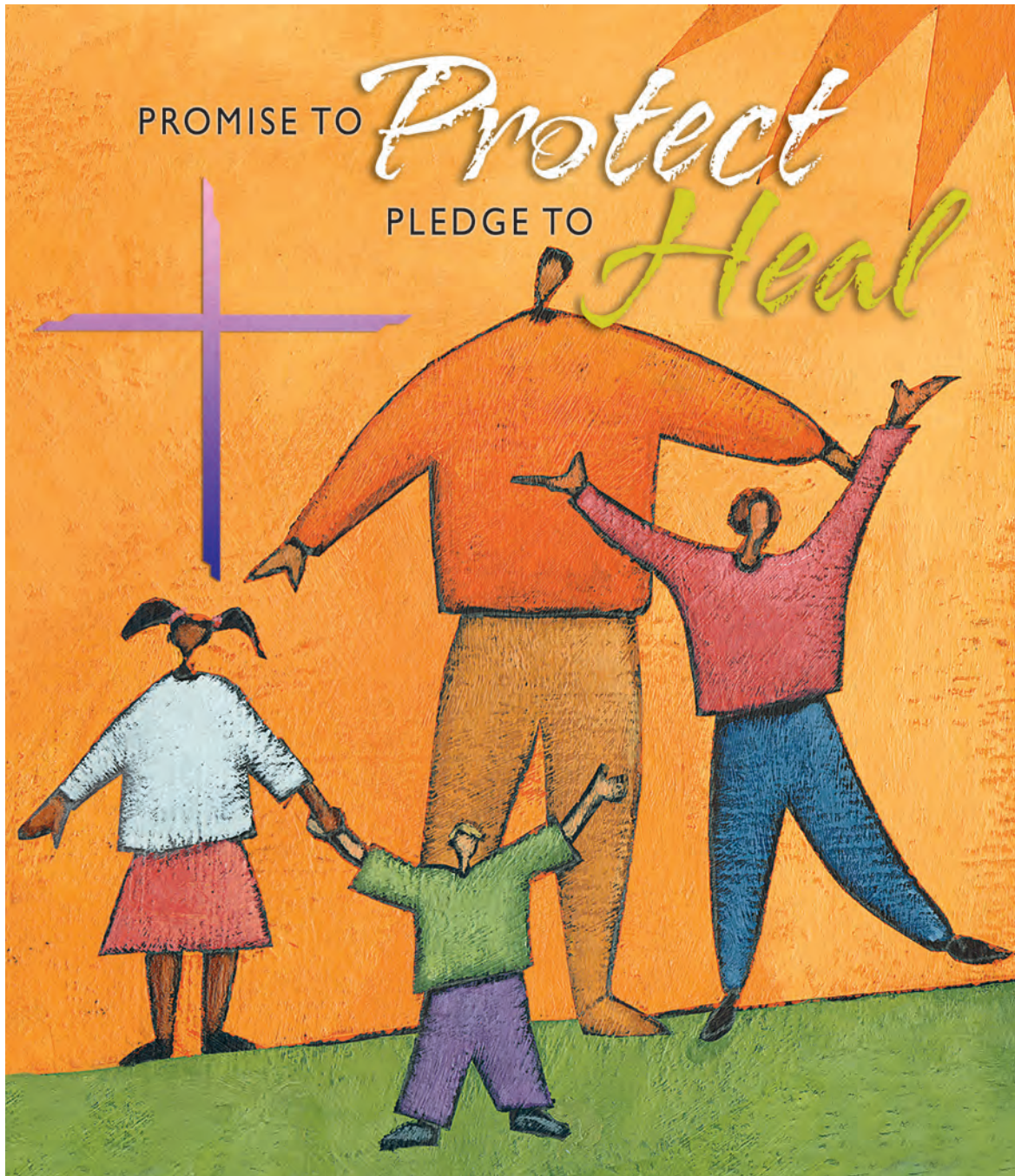
The questionnaire for the 2010 Annual Survey of Allegations and Costs was designed by CARA in consultation with the Secretariat of Child and Youth Protection and was only slightly different from the versions used for the 2004 through 2009 Annual Surveys. As in previous years, CARA prepared an online 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 2010 took place between December 2010 and February 2011. CARA received responses from 194 of the 195 dioceses and eparchies of the USCCB and 156 of the 218 clerical and mixed religious institutes of CMSM, for response rates of 99.5 percent and 72 percent, respectively. CARA then prepared the national level summary tables and graphs of the findings for 2010, with comparisons to 2004 through 2009, 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 2010.

Sincerely,

Fr. Thomas P. Gaunt, SJ
Executive Director



Section I

CHAPTER ONE

Introduction

In *God Is Love (Deus Caritas Est)*, Pope Benedict XVI explains why charity expressed in service is essential to the Church. The bishops' attention to the healing of people wounded by clergy sexual abuse as well as their efforts to keep children who are in the care of the Church safe are illustrations of service to the faithful. That service is the foundation upon which the bishops are rebuilding trust with Catholics and non-Catholics alike. This is the eighth Annual Report of the results of the *Charter for the Protection of Children and Young People (Charter)* audits conducted by The Gavin Group, Inc. and compiled by the United States Conference of Catholic Bishops (USCCB) Secretariat of Child and Youth Protection (SCYP). Article 9 of the *Charter* states, "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 (CPCYP). 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*."

The 2010 audit was the end of the three-year cycle of auditing dioceses/eparchies that had been approved in 2008 by the Administrative Committee on the recommendation of the CPCYP and the National Review Board (NRB). This cycle called for one-third of the dioceses/eparchies to receive full on-site audits and the remaining two-thirds to participate in a data collection audit. This data is collected and reviewed by The Gavin Group, Inc. This year, 64 dioceses/eparchies participated in full on-site audits, and 124 dioceses/eparchies participated in data collection audits. Seven dioceses/eparchies refused to be audited for a variety of reasons. Those dioceses/eparchies are identified in the Methodology and Limitations section.

All dioceses/eparchies that participated in the 2010 audit process were found to be compliant with the *Charter*. However, fifty-five dioceses/eparchies received Management Letters. This number far exceeded the number in the 2009 audit, which was twenty-three.

Management Letters are sent to a diocese/eparchy by The Gavin Group, Inc. when issues are identified during the audit that the auditor believes need to be documented and brought to the bishop's attention for the bishop to handle as he deems appropriate. These are issues that, though not at a level to categorize the diocese/eparchy as noncompliant in a particular area, were identified as possibly doing so if not sufficiently addressed. The purpose of the Management Letter is to strengthen the implementation of the *Charter* within a particular diocese/eparchy.

Parish audits were another area that the SCYP strongly advocates, since it is at the parish level that the *Charter* truly impacts the faithful. The numbers of dioceses/eparchies consenting to have auditors conduct parish audits increased to twenty-four in the 2010 audit period from nineteen in 2009. The parish audits allow the dioceses/eparchies to ascertain the extent to which their parishes are following diocesan/eparchial procedures. The parishes are selected by agreement between the diocese/eparchy and the auditors. Taken in consideration when selecting parishes is whether the parish is urban, rural, or suburban, the population of the parish, and whether or not it has a school. A representation of all demographics is the goal of this selection process. Parish interviews are conducted in person, on-site unless distance makes that impractical. In those cases, telephone interviews are conducted.

In the 2010 audit period dioceses/eparchies provided outreach for the first time to 478 people who came forward during the 2010 audit year seeking assistance

with healing and/or reconciliation. An additional 1,868 people who had come forth in years past continued to be served by outreach by dioceses/eparchies.

During the 2010 audit period, thirty allegations were made by current minors. Of these, eight were considered credible by law enforcement, seven were determined to be false, twelve were determined to be boundary violations, and three are still under investigation.

Six hundred fifty-three victims/survivors **whose abuse happened in the past** came forward for the first time during the 2010 audit period to share their stories with the Church. Allegations were made against 574 priests and eight deacons. Of the accused clerics, 253 are deceased, 67 had already been laicized, 172 had been already removed from ministry, and 275 had been named in previous audits. Dioceses/eparchies continue to do a tremendous job of creating safe environments through their safe environment training and evaluating the backgrounds of

clerics, employees, and volunteers who work with children. Over 99 percent of clerics were trained along with over 98 percent of employees and volunteers. In addition, over 5 million children received safe environment training. Background evaluations were conducted for over 99 percent of clerics, 99.8 percent of educators, 99.5 percent of employees, and 99.2 percent of volunteers. This level of training and background evaluations strengthen the wall of protection surrounding our children.

The *Charter* compliance audits determine which dioceses/eparchies are doing what the bishops pledged to do in 2002. The audits, with the exception of the seven dioceses/eparchies that refuse to be audited, make it clear that the bishops are upholding their “promise to protect” and their “pledge to heal.”

The Catholic faithful can be very proud of our Church. Is every diocese/eparchy perfect? No, but we are moving forward, and that is significant.

CHAPTER TWO

2010 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 2010 was the final year in advancing the goal to have every diocese/eparchy receive at least one full on-site audit every three years. The Diocese of Baker, Diocese of Lincoln, Eparchy of St. 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, and Eparchy of Our Lady of Deliverance of Newark for Syriacs refused to participate in the 2010 audits. Based on that refusal, they are all found not to be in compliance with the *Charter*.

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

The audit documents for the 2010 **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 (Parish Audits)
- Additional Actions for the Protection of Children Form

- Victim/Accused Questions
- Audit Contacts

Any omissions or inconsistencies identified during that review 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 the 2010 **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 undergoing data collection audits were instructed to submit completed Chart A/B, Chart C/D, and the Additional Actions form electronically to the auditors 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. 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 reviews and included their analyses on the

documents, which they 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 this review, inserted 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 review.

Mr. Gavin reviewed all the information submitted, added his comments to the documents, independently entered data onto administrative spreadsheets, confirmed or reversed the initial call of compliance, and forwarded all the respective documents to the SCYP 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 of twenty-four (arch)dioceses agreed to have the auditors 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 (arch)diocesan 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:

Diocese of Beaumont
Diocese of Cleveland
Diocese of Erie
Diocese of Fall River
Diocese of Fort Wayne–South Bend
Diocese of Jackson
Diocese of Lafayette, Indiana
Diocese of Las Vegas
Diocese of Lexington
Diocese of Marquette
Archdiocese of Milwaukee
Diocese of Oakland
Diocese of Pittsburgh
Diocese of Portland, Maine
Archdiocese of Portland, Oregon
Diocese of Rapid City
Diocese of San Jose
Diocese of Springfield, Massachusetts
Diocese of Springfield–Cape Girardeau
Diocese of St. Cloud
Archdiocese of St. Louis
Diocese of Stockton
Diocese of Tyler
Diocese of Victoria

Workshops

There were no workshops held in preparation for the 2010 audits, since this was the third year in a three-year cycle, with little information changing in the audit process. Dioceses/eparchies had been provided an *Audit Training Manual* in the past, and the SCYP made available a PowerPoint presentation that walked the viewer through each step of completion of the audit documents. Dioceses/eparchies were also instructed to make contact with their auditor as early in the process as possible and to work closely with them on any questions or concerns.

Format

The 2010 audit documents followed the format of the 2009 audit documents, with the following minor cosmetic changes: the headings and footnotes on all audit documents were modified to reflect that this is

the 2010 audit; on Chart C/D, Question 3 relating to the March 31, 2006, memo from Bishop Gregory M. Aymond (chair of the CPCYP) was modified to obtain information through the end of the calendar year 2010; and the instructions and questions on Chart C/D regarding international priests were modified.

Training

As in prior years, The Gavin Group, Inc. utilized auditors experienced in management, investigations, and compliance. Auditor training was held in Denver, Colorado, for one full day in June. Auditors assigned to the 2010 audits had participated in previous full on-site and data collection audits, and all were in attendance for the full training session. The audit process and audit documents were discussed in detail, including parameters of what was to be considered compliant and noncompliant for each question. Suggestions for identifying and informally resolving issues were discussed, as were instructions for handling matters that 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 CPCYP regarding consistency in the application of the compliance criteria.

LIMITATIONS/PROBLEMS ENCOUNTERED

Completeness/Accuracy

As in past years, in order to reach a conclusion of compliance or noncompliance, both types of audits relied on the completeness and accuracy of the information provided to the auditors by 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 audit 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* were based on the completeness and accuracy of the informa-

tion furnished by the diocese/eparchy to The Gavin Group, Inc.

With regard to ascertaining compliance or noncompliance 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* as the result of a 2008 or 2009 full audit, this finding of compliance would be continued for 2010. The next time the diocese/eparchy receives a full on-site audit, the issue of compliance with the *Charter* will be addressed in detail.

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 are 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. This year, more so than in past years, the auditors invited representatives from the diocese/eparchy to accompany them on the parish audits, and in several instances 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 and 2009 audits, dioceses/eparchies were asked whether 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 the diocese/eparchy relied instead 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 ascertain that the public schools **did not provide** any training, because the safe environment training in that state was an unfunded mandate. Also, a number of dioceses/eparchies received Management Letters based on incomplete responses to pastoral certification that safe environment training materials had been received and training implemented.

Statistics

The dates of the uniform audit period were designed to give an optimum opportunity to ensure that all persons included 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, 2010) 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. It was determined that the only manner in which these inconsistencies could be resolved was to develop a record-keeping system that tracked individuals by name. During the 2010 audit, there were numerous instances of the numbers of individuals in certain categories (particularly children and volunteers) significantly increasing or decreasing from prior audit periods, which was the result of more refined

record systems employed for the 2010 audit. Some of the decreases in the numbers of individuals in all categories could be traced to the closing of schools and parishes.

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, 2010. As in prior audit periods, that deadline was not met by a significant number of dioceses/eparchies. To complicate matters, requests for clarification by the auditors were often not addressed by diocesan personnel 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 normally allotted for the data collection process.

Personnel Turnover

This year, more than in past years, continuous turnover in diocesan/eparchial personnel assigned to either implement portions of the *Charter* or complete the audit documents for submission to The Gavin Group, Inc. resulted in incomplete and/or incorrectly completed forms. To resolve these challenges 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 2010 on-site compliance audits were in compliance with Article 1.

The very first article of the *Charter* focuses on outreach to the victims/survivors and their families by the dioceses/eparchies to demonstrate a sincere commitment to their spiritual and emotional well-being. The bishop or his representative is to offer to meet with victims and to listen with compassion to their experiences. Putting victim/survivor outreach first is a strong statement of commitment by the bishops to righting the wrongs of the past and to making sure victims/survivors are listened to and treated compassionately. One cannot overemphasize the healing power of listening.

The outreach extended to victims/survivors takes a variety of forms depending on the needs of the victims/survivors as well as the circumstances of the dioceses/eparchies. This outreach includes spiritual help, such as healing masses, healing novenas, days of prayer, retreats, and evenings with the bishop. Therapeutic mental health services, such as counseling and social services in the form of case management, are also provided to victims/survivors. Outreach may even include financial help for victims/survivors in need of such assistance. Dioceses/eparchies have oftentimes developed lists of service providers to make it easier for victims/survivors to find appropriate mental health professionals. In an additional effort to reach out and restore trust, some bishops have written and promulgated letters of apology to the faithful.

This year 683 victims/survivors came forward for the first time to report abuse to dioceses/eparchies;

653 of those abuse allegations occurred decades ago, and victims/survivors are just now finding the courage to report. Dioceses/eparchies reported providing outreach to 478 victims/survivors during this year. Another 1,868 who reported abuse in prior years are still receiving support.

The Church can never forget the harm done to victims/survivors of clergy sexual abuse. Healing those wounds **must** remain a top priority for all the Church. Our work is finished only when **all** victims are comforted and healed.

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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 2.

Article 2 requires dioceses/eparchies to have policies and procedures on how to promptly respond to allegations of sexual abuse. This includes having

competent individuals to coordinate the pastoral care of persons who report allegations of sexual abuse.

Procedures on how to report are to be readily available in the principal languages spoken in the diocese and are to be the subject of announcements made at least annually. This article also requires that the diocese/eparchy have a review board that serves as a consultative body to the bishop. These requirements constitute building blocks for helping victims/survivors heal. Without them there is a danger that trust that has been lost will never be regained, and the impact of this lack of trust will be felt throughout the Church.

Dioceses/eparchies continue to maintain and update the policies and procedures that are in place. These policies and procedures are usually outlined on diocesan/eparchial websites where they can be viewed by anyone. Dioceses/eparchies also use diocesan newspapers, brochures, and bulletin inserts to communicate information about procedures and numbers of victims/survivors. At the parish level, however, auditors have found that there is little, if any, material in church foyers about outreach to victims/survivors. Overall, while there are periodic mentions of the Church's efforts to address clergy sexual abuse in the diocesan newspapers, only a few dioceses/eparchies promote the name of their victim assistance coordinator (VAC) on the front of parish bulletins, where such information could reach many people who may seek healing. It is helpful that contact information for the diocesan/eparchial VAC is posted on the diocesan/eparchial websites, but a standing encouragement in the bulletin or the diocesan/eparchial newspaper for victims/survivors to come forward for healing could assist those who suffer in the shadows.

Often the VACs are mental health professionals experienced in dealing with victims/survivors of abuse and/or trauma. There is also movement by dioceses/eparchies to place this position within the local Catholic Charities office. Both show seriousness on the part of the Church in dealing with this problem, which can only be improved by providing ease in reaching these persons.

Currently, to evaluate access to VACs, auditors look for the VAC contact number, note whether it is easy to find, and then place a call to ascertain how the call is answered and how long it takes for the VAC to return a call. With few exceptions, which were quickly corrected, VACs are easily accessible and responsive. Additionally, staff members of the SCYP periodically call the listed VAC number to verify that the number is still correct and to ascertain the promptness of the response.

In full on-site audits of dioceses/eparchies, it was found that the diocesan review boards (DRBs) are still in place and, for the most part, are active and being used as confidential, consultative bodies to the bishops. However, as the number of allegations decreases, the frequency of the DRB meetings decreases as well. So as not to lose this *Charter*-focused talent, the SCYP has suggested to the dioceses/eparchies that bishops consider having their DRBs continue to meet quarterly to ensure that the *Charter* implementation in a diocese/eparchy stays strong and does not become diluted. In keeping with the dioceses/eparchies' commitment to quality *Charter* implementation, it is suggested that at each quarterly meeting, as time allows, the DRB review a section of the *Charter* and note how the specific *Charter* articles are being implemented in the diocese/eparchy.

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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 3.

No diocese/eparchy that received an on-site audit had entered into settlements that bound the parties to confidentiality unless the victim/survivor requested it. In all instances in which confidentiality was requested, it was requested by the victims/survivors to protect their identity, not by the Church officials, and such a request was noted in the text of the agreement.

Transparency on this issue is fundamental to the pledge of openness and transparency promised by the bishops. The faithful need to know that the bishops are keeping their promise to work openly with victims/survivors of sexual abuse and that the silence of the victims/survivors of clergy sexual abuse is not being bought.

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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 4.

This Article requires dioceses/eparchies to report all allegations of sexual abuse of minors to public authorities. They are to comply with all civil laws and to cooperate with public authorities in these cases. This Article refers specifically to those allegations involving **current minors**, which do not make up the majority of the allegations that now come to the attention of the dioceses/eparchies; most are historical in nature.

During the 2010 audit cycle, thirty allegations of the sexual abuse of **current minors** were reported to dioceses/eparchies. To be clear, these are allegations that came to the attention of the dioceses/eparchies in which the victim/survivor is still a minor, not an adult. All were reported to civil authorities as required by law and by the *Charter*. This important

requirement makes concrete the pledge to be open and transparent and to aggressively and properly address all allegations of sexual abuse of minors. Compliance with this Article continues to send the message to the faithful that the Church stalwartly acknowledges its responsibility to protect children and young people.

One eparchy was provided a Management Letter, because it was found that the eparchy does not have a definitive procedure regarding the reporting requirements to public authorities in all jurisdictions where the eparchy has a presence. No wrongdoing was found, but it was suggested by the auditor that a definitive procedure be developed.

With regard to the status of the allegations received during the audit period, some had already been proven true, some were proven false, and some were still under investigation. The following table summarizes the status of each of the allegations at the time of the audit.

Credible allegations:	8
Allegations unable to be determined:	0
Allegations under investigation:	3
False allegations:	7
Boundary violations, not abuse:	12
Allegations made by males:	11
Allegations made by females:	19
Allegations naming international priests:	5
Colombia	1 Minor
Bolivia	1 Minor
Mexico	2 Minors
Philippines	1 Minor
Number of dioceses with allegations:	16
Number of eparchies with allegations:	1

Boundary violations continue to be reported, and though initially this may be seen as a negative, it is also an indicator of the increased knowledge that comes from the tremendous amount of safe environment training conducted in the dioceses (see Article 12). With this increase in information comes an increase in reporting of inappropriate behavior. Examples of such behavior being reported include

kissing girls on top of the head, inappropriate hugging, and an adult patting a minor on the knee. In all cases civil authorities were called, and an investigation was conducted; also in all cases the civil authorities concluded there was no sexual misconduct.

As in past years, a number of the allegations were made against international priests either visiting or serving in the United States from countries including Bolivia, Colombia, Mexico, and Philippines.

The status of those allegations at the time of the audit:

Bolivia (1)	Investigation pending
Colombia (1)	Allegation brought forward by a third party; police investigated it, and the victim denied sexual abuse.
Mexico (9)	Boundary issues
Philippines (1)	Boundary issue

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*—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 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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 5.

This Article continues the requirement that dioceses/eparchies are to have effective responses to allegations of sexual abuse by clergy. Those responses are to include policies that:

- Include removing the cleric from ministry
- Offer therapeutic assistance to the accused

- Encourage the accused to retain civil and canonical counsel
- Restore the good name of the accused if the allegation is not proven

Dioceses/eparchies received a total of **683** allegations of sexual abuse by members of the clergy during the audit period. Of those allegations, **653 were historical** allegations, meaning they were reported for the first time in 2010 but occurred when the person was a minor in years past, oftentimes decades ago. As mentioned in Article 4, **thirty** allegations involving current minors were reported during the 2010 audit year.

The breakdown of accused clergy for all allegations (historical and current) is as follows:

Priests accused:	574
Deacons accused:	8
Diocesan priests accused:	400
Diocesan deacons accused:	6
Religious priests accused:	106
Religious deacons accused:	1
Extern priests accused:	28
Unknown clerics accused:	41
Deceased clerics accused:	253
Laicized clerics accused:	67
Accused clerics with prior allegations:	275
Accused clerics removed from or having a restricted ministry:	172
Accused clerics with allegations that were unfounded or unable to be proven:	67

This year’s reports of allegations continue the trend seen in all previous audits: the number of historical allegations far surpasses the reports of current abuse. This fact reinforces the research findings of the John Jay College of Criminal Justice in New York City that the problem of clergy sexual abuse in the Catholic Church is a historical problem. **This does not mean that the allegations of abuse coming to the attention of the Church today are not important.** Victims/survivors of clergy sexual abuse are encouraged to come forward no matter how long ago the abuse occurred. While civil authorities may not be able to prosecute the abuser, the bishops want victims/survivors to come forward to find healing. In

many instances the cleric has already been removed from ministry or is deceased.

As with some of the other Articles, this Article is reinforced with a Norm—in this case Norm 8—which makes compliance with the Article compliance with the law of the Church. The Article reflects a quote from 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.” This Article as well as Norm 8 make it very clear that diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor, whenever it occurred, that 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. This could not be clearer. If a member of the clergy sexually abuses a minor, he must be permanently removed from ministry.

Dioceses/eparchies need to continue all the safe environment practices implemented as a result of the *Charter* to ensure that those who would harm children in the care of the Church will not have an opportunity to do so.

This Article also requires offering therapeutic assistance to the accused, encouraging the accused to retain civil and canonical counsel, and restoring the good name of the accused if the allegation is not proven. While much of the focus of the *Charter* is on helping victims/survivors heal and protecting children, the care of the accused should never be overlooked or diluted. As Catholics, the life and dignity of all people should be considered whenever faced with challenging situations, and this is no different.

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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 6.

Dioceses/eparchies are to have clear and well-publicized codes of conduct for clergy and others with positions of trust in the Church who have regular contact with children. The bishops do not want anyone to misunderstand the behavioral expectations of adults around children. Along with these clear codes of conduct are consequences for not adhering to them. Granting access to children who are in the care of the Church is a huge responsibility, and one way to ensure that those who are granted access to children behave properly is to have well-articulated, well-publicized codes of conduct.

Codes of conduct serve several purposes. Most importantly they let people know what is acceptable and unacceptable behavior. A code of conduct also provides to those who may witness unacceptable behavior a framework by which to report their observations. Additionally, all codes of conduct should spell out the responsibility to report suspicious behavior and the consequences for not adhering to the code.

Dioceses/eparchies are constantly updating their codes of conduct to better reflect the changing environment. These updates address a multitude of behaviors to include the use of technology, social media sites, and cell phones.

Promulgating codes of conduct is important, and for the most part dioceses/eparchies demonstrate that they understand that importance in the ways they publicize the codes. Though diocesan/eparchial compliance with this Article is sufficient, such codes cannot be overemphasized or overpublicized. Well-publicized codes of conduct help not only adults but also children to know what is acceptable and what is not.

Many dioceses/eparchies require that clerics, employees, and volunteers who work with children not only read the diocesan/eparchial code of conduct but also sign an acknowledgement that they have read and understand it. This method is encouraged as a means to help integrate the Article into the fabric of the

diocese/eparchy's way of being, which is a worthy goal for all *Charter* Articles.

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.

All dioceses/eparchies that participated in the 2010 on-site compliance audits were in compliance with Article 7.

This Article requires dioceses/eparchies to communicate in an open and transparent way with the public about the sexual abuse of minors. It requires that bishops also communicate forthrightly with parishes and other church communities that have been directly affected by ministerial misconduct involving minors.

In the past, the public and the faithful's perceptions that bishops were not communicating openly with regard to how allegations of sexual abuse by clergy were handled in a diocese/eparchy greatly contributed to their sense of betrayal. Thus, compliance with this Article and integrating its letter and spirit into the culture of the Church are critical to restoring the laity's trust of bishops.

To restore that trust, the faithful must know that their bishops and pastors are being truthful with them regarding cases of abuse at their parishes. The parish community should hear the facts of the abuse from their Church leaders while respecting the privacy of the individuals involved. When Church leaders are honest and open about all confirmed cases of abuse, other victims find it easier to reveal their abuse. Oftentimes people find it easier to forgive the abuser than to forgive those who shielded the abuser from any repercussions or did not try to stop him or her from abusing.

Dioceses/eparchies have a variety of ways of notifying the faithful of past and current abuse allegations. Most rely on diocesan/eparchial newspapers and local media. Important in this process is a good diocesan relationship with the local media.

Furthermore, when Church leaders are open about diocesan/eparchial policies, procedures, codes of conduct, and all that the dioceses/eparchies are doing to respond to allegations of sexual abuse, trust is rebuilt. Dioceses/eparchies have little to lose and much credibility to gain by reporting all cases as openly as possible.

TO ENSURE THE ACCOUNTABILITY OF OUR PROCEDURES

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

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 CPCYP from July 1, 2009, to June 30, 2010, 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 expired November 2010

- Bishop Joseph R. Cistone (III)
Term expired November 2009
- Bishop Mitchell T. Rozanski (IV)
Term expired November 2010
- Bishop Ronald W. Gainer (V)
Term expired November 2010
- Bishop R. Daniel Conlon (VI)
Term expired November 2009
- Bishop George J. Lucas (VII)
Term expired 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 expired 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 of 2009, the terms of four members expired:

- Bishops Joseph R. Cistone (III)
 Bishop R. Daniel Conlon (VI)
 Bishop Paul J. Swain (VIII)
 Bishop William C. Skurla (XV)

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

- Bishop Timothy Senior (III)
Term expires 2012
- Bishop Bernard A. Hebda (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, Associate General Secretary of the USCCB
- Rev. Paul Lininger, OFM Conv, Executive Director of the Conference of Major Superiors of Men
- Mrs. Helen Osman, Secretary of Communications for the USCCB
- Mr. Anthony Picarello, General Counsel for the USCCB
- Very Rev. Thomas Picton, CSSR, President of the Conference of Major Superiors of Men
- Rev. David Toups, Interim Executive Director of the 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, in June and November, the CPCYP meets jointly with the National Review Board (NRB).

The 2010 Anglophone Conference

Bishop Blase J. Cupich, with Ms. Diane Knight, chair of the NRB, and Ms. Teresa Kettelkamp, executive director of the SCYP, attended the twelfth Anglophone Conference in Glasgow, Scotland, in May 2010. The participating countries expressed interest in what we are doing in the United States, given that we have in place a *Charter* and a system for annual audits.

Once again this year, Chile sent a representative to the Anglophone Conference, and we were pleased to have a representative from Malaysia. There was strong agreement and a commitment on the part of all present that our focus has to remain on the healing of victims/survivors and the safety of children. The participants also agreed that what happens in one country or diocese in the Catholic Church happens to all. The 2011 Anglophone Conference will convene in Rome with the theme “Voice of the Victim.”

Charter Review

The CPCYP, along with members of the NRB and three consultants, has been engaged in a formal review of the *Charter*, which was scheduled for presentation to the body of bishops at the November 2010 meeting in Baltimore. It appears that none of the proposed modifications to the text of the *Charter* would necessitate changes in the *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons* (*Essential Norms*) as revised and approved by the members of the USCCB on June 17, 2005, subsequently approved by His Eminence Giovanni Battista Cardinal Re, Prefect of the Congregation for Bishops on January 1, 2006, and promulgated by Bishop William S. Skylstad on May 5, 2006.

However, in light of the publication of the new *Norms Concerning the Most Serious Crimes* (*Norms*) by the Congregation for the Doctrine of the Faith on July 15, 2010, Bishop Cupich has requested the Committee on Canonical Affairs and Church Governance to formally review these new *Norms* and to identify any implications they might have for the *Charter* and the 2005 *Essential Norms*. The CPCYP will await the results of this formal review prior to the submission of any revisions to the body of bishops for their review and approval.

New Bishops Charter Orientation

The CPCYP has been asked to assist all bishops and eparchs, especially those appointed since the *Charter* was adopted and revised in 2002 and 2005, in understanding the obligations required of them by the *Charter*. In response, the CPCYP prepared a program designed to address questions new bishops and eparchs may have regarding the *Charter* or the annual compliance audits. This orientation was held during the Bishops' General Meeting in November of 2009, and it is hoped that this orientation will be an annual event, since it is critical to share with the new bishops not only the genesis of the wording of the *Charter* but also the spirit behind the commitments made.

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.

In June 2002, at their Annual Meeting in Dallas, the USCCB drafted a landmark document in response to the crisis of sexual abuse of children in the Church. This document, setting forth their agreed upon responsibilities in combating the problem, was entitled the *Charter for the Protection of Children and Young People* (*Charter*).

The *Charter* specifically created the Secretariat of Child and Youth Protection (SCYP) and assigned to it three central tasks:

- To assist each diocese and eparchy (the Eastern Catholic equivalent of a diocese) in implementing safe environment programs designed to ensure necessary safety and security for all children as they participate in church and religious activities
- To develop an appropriate compliance audit mechanism to assist the bishops and eparchs

in adhering to the responsibilities set forth in the *Charter*

- To prepare a public annual report describing the compliance of each diocese/eparchy with the *Charter's* provisions

The SCYP is a resource for dioceses/eparchies in implementing safe environment programs and for suggesting training and development of diocesan personnel responsible for child and youth protection programs. The SCYP takes into account the financial and other resources, as well as the population and demographics, of the diocese/eparchy. The SCYP produces an annual public report on the progress made in implementing and maintaining the standards in the *Charter* following an annual audit process. The report is public and includes the names of dioceses/eparchies that the audit determined to not be in compliance with the provisions and expectations of the *Charter*.

Other support that the SCYP provides to the dioceses includes sponsoring e-mail lists to support the missions of victim assistance coordinators, safe environment coordinators, and diocesan review boards; preparing resource materials extracted from the audits; creating materials to assist in both healing and *Charter* compliance; and providing resources for Child Abuse Prevention Month in April.

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 (arch)dioceses/eparchies on *Charter*-related matters, and the work of the CPCYP and NRB as supported and facilitated by the SCYP.

On a limited basis and as needed, the staff of the SCYP provides support to and referral of victims/survivors to resources that can aid them in their healing.

At the beginning of the audit period—July 1, 2009—the SCYP consisted of the following four staff members: Executive Director Teresa Kettelkamp, Associate Director Mary Jane Doerr, Executive Assistant Margaret Sienko, and Staff Assistant Cortney Kerns.

Teresa M. Kettelkamp, Executive Director, retired from Illinois State Police (ISP) after twenty-nine years, where she was the first female to attain the rank of colonel. Ms. Kettelkamp began her law enforcement career investigating white collar and public corruption cases. During her career she was also responsible for the functional supervision of twenty-eight specially trained agents who conducted statewide investigations involving missing and/or sexually exploited children. Ms. Kettelkamp headed the ISP's Division of Forensic Services, which is the third-largest forensic system in the world. Prior to that position, Ms. Kettelkamp headed the ISP's Division of Internal Investigation, which was responsible for the investigation of allegations of misconduct within the ISP as well as under the executive branch of government. Ms. Kettelkamp retired from the ISP for the purpose of working for The Gavin Group, Inc. in conducting the first annual compliance audits of the *Charter for the Protection of Children and Young People*. Ms. Kettelkamp is a lifelong Catholic and a graduate of Quincy College in Quincy, Illinois, where she obtained a degree in political science. She is the mother of two adult children.

Mary Jane Doerr, Associate Director, holds a BA in behavioral sciences from Nazareth College, Kalamazoo, and an MA in educational leadership from Western Michigan University. She has more than twenty years of experience as an educator in the following roles: as a classroom teacher, an elementary school principal, and a college instructor. She joined the Diocese of Kalamazoo in 1994, where she worked in stewardship and development. In 2003 she was appointed the safe environment coordinator for the diocese and in 2006 was promoted to the director of the Safe Environment Office. This role included coordinating victim assistance and overseeing all compliance issues related to the implementation of the *Charter for the Protection of Children and Young People*. She assumed the role of associate director in the Secretariat of Child and Youth Protection in July 2008.

Margaret A. Sienko, Executive Assistant, joined the staff of the Secretariat of Child and Youth Protection in May 2006. Previously, Ms. Sienko served as a staff

assistant in the Offices of the Ministries Group comprised of Priestly Life and Ministry, Vocations and Priestly Formation, and Diaconate.

Ms. Sienko began her employment with the United States Conference of Catholic Bishops in February of 2002. She was involved in the preparation for the bishops' General Meeting in Dallas in June of 2002, during which the *Charter for the Protection of Children and Young People* was approved. She also provided support to the Ad Hoc Committee on Sexual Abuse, which is now the Bishops' Committee for the Protection of Children and Young People and staffed by the Secretariat of Child and Youth Protection. Ms. Sienko brings to the SCYP experience and history with the USCCB, the *Charter for the Protection of Children and Young People*, and the child protection efforts of the USCCB.

Ms. Sienko's employment prior to her service to the USCCB has been in the service of the Catholic Church.

Cortney Kerns, staff assistant, is from Hagerstown, Maryland and attended Mount St. Mary's University in Emmitsburg, MD. She graduated cum laude in 2008 with a degree in chemistry. She joined the Secretariat of Child and Youth Protection in July 2008.

Additional information on the Secretariat of Child and Youth Protection can be found at www.usccb.org/ocyp/whoweare.shtml.

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.

The USCCB established the NRB during their meeting in June of 2002. The functions of the NRB were revised slightly and reconfirmed in June of 2005 when the *Charter* was revised. The purpose of the NRB is to collaborate with the USCCB in preventing the sexual abuse of minors by persons in the service of the Church in the United States.

The current membership of the NRB is made up of 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
Mr. Stephen A. Zappala Jr.
Term expires June 2014

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
Best Practices Committee: chaired by
Judge Geraldine Rivera
Audit Committee: chaired by
Justice Robert C. Kohm
Research Committee: chaired by
Dr. Susan Steibe-Pasalich
Nominating Committee: chaired by
Mr. Al. J. Notzon III
Communications Committee: chaired by
Mr. Michael J. Clark

The 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 NRB, and committee chairs are appointed by the NRB chair.

Article 10 of the *Charter* as revised in 2005 states, "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 Bishops' Committee on 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."

After the *Charter* revisions were adopted, the NRB proceeded to draft guidelines, which were approved by the Administrative Committee on September 12, 2006. Number 3.2 of the *Operating Guidelines of the National Review Board (Guidelines)* provides that "thirteen members will be appointed for three-year terms commencing July 1 and which are renewable at the discretion of the Conference President. For purposes of continuity, terms will be staggered so that approximately one-third of them will expire each year, and present terms may be extended to achieve that end."

Number 8 of the *Guidelines* states, "These Guidelines may be amended by the same process by which they have been adopted."

At their meeting of June 15, 2009, the NRB adopted the following resolution: "That No. 3.2 of the *Operating Guidelines of the National Review Board* be amended to delete the words 'three-year terms' and insert in lieu thereof the words 'four-year terms.'"

The challenges and concerns with the three-year term include the amount of information and reading necessary for new members to become familiar with the history of the NRB, the *Charter*, the CPCYP, the SCYP, and the USCCB. Additionally, in a short period of time, there is need for the members to be active participants in those discussions involving current *Charter*-related issues. By the time new members feel comfortable with all this knowledge in order to effectively contribute, their terms have expired.

The NRB members bring a tremendous breadth of expertise and dedication to the NRB, the CPCYP, and the Church. To fully maximize this expertise, their knowledge base and experience of Church procedures need to be solid, and this takes times.

The bishops on the CPCYP recognize these challenges for NRB members. They believe it is in the best interest of the USCCB to change the term of office from three to four years, thereby retaining members who have acquired important knowledge and experience. They approved the resolution for forwarding to the Administrative Committee on June 16, 2009.

In September 2009 the Administrative Committee approved the amendment of the *Guidelines* to delete the words “three-year terms” and insert in lieu thereof the words “four-year terms.” This four-year term applied both to current members and to new members selected by the USCCB president, commencing in June 2010.

During the audit period, the Audit Committee continued its work of 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. The Communications Committee focused on the *Communications Plan* for the release of the *Causes and Context Study* as well as ways in which the NRB can best convey the work of the Church as it relates to the implementation of the *Charter*. The Research Committee maintained regular contact with the John Jay College of Criminal Justice as it studied the causes and context of the sexual abuse scandal. The Nominations Committee elicited nominations of potential NRB candidates for terms beginning in 2011.

Additional information concerning the NRB can be found at www.usccb.org/ocyp/nrb.shtml.

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*.

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

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 12 requires dioceses/eparchies to have safe environment programs for clerics, employees, and volunteers who work with children as well as for the children themselves. Compliance with this article requires dioceses/eparchies to maintain a system to verify attendance/participation for each category.

Dioceses/eparchies use a variety of training methods and programs to fulfill this article. Commercial vendors and self-made programs are used for both adult’s and children’s training. Adult training programs are live, internet-based, or a combination of both.

While the *Charter* is silent on how often training is to occur, most dioceses/eparchies have an initial training session and a periodic follow-up. Children’s training programs are as varied as the adult programs. Parents, as the primary teachers of their children, have the option to remove their children from the safe environment training offered by the diocese. Parishes, pastors, directors of religious education (DREs), and school principals do not have an option to attend the training; for them, it is mandatory.

Twenty-nine dioceses/eparchies received Management Letters regarding this article. Reasons

for the Management Letters include parishes or schools failing to offer the classes to children, new pastors or DREs failing to understand the diocesan requirement to train students, accepting parent training as parish training, or simply counting absent students as opt-outs. Several dioceses reported receiving verification from pastors that training had taken place, only to have the auditors discover it was not offered.

Challenges

It is clear that record keeping, on both the diocesan and parish levels, remains an issue for dioceses/eparchies. Accurate record keeping requires that safe environment offices have a method of obtaining information from the parishes and aggregating it for the audit. Without a reliable record-keeping system, it is difficult if not impossible to determine who has been trained. This, in turn, increases the likelihood that people in parishes and schools are not trained in safe environment information. While training alone does not make people safer to children, children are safer when all the adults around them are trained in how to recognize grooming behaviors, signs of abuse, and how to report such information, all of which adds up to protecting children from being harmed.

Children’s Training Programs

The problem of accurate record keeping seems to be compounded in certain training locations. The

attendance in safe environment training programs of students in Catholic schools seems to be somewhat higher than the attendance of students in parish religious education programs; but keeping track of student training remains difficult for both parishes and schools. One common difficulty involves how often training is provided. If only one lesson a year is provided, a child missing that class is considered untrained. As expected, the more lessons a year that are provided, the greater the chances of a child being in attendance for at least one of the lessons.

Another issue the audits discovered this year included the turnover of staff. New pastors, principals, or DREs were not aware of diocesan policies requiring the training of children, with the result that entire schools or grade levels were not being trained in the audit year. Training children is a primary component of a safe environment program; not to provide them with the information needed to protect themselves is unconscionable. None of these situations reached the noncompliance level due to the number of children not trained compared to the number of children trained in a particular diocese. Management Letters were issued, however, with the expectation that these issues be resolved quickly. From the positive responses of the dioceses, there is no indication that this will not be the case.

In quite a few states the teaching of safe environment is mandated as part of the public school curriculum. Several dioceses rely on the local public

CATEGORY	NUMBER TO BE TRAINED	NUMBER TRAINED	PERCENTAGE
Priests	38,118	38,053	99.8%
Deacons	14,792	14,783	99.9%
Candidates for Ordination	6,078	6,007	98.8%
Educators	163,003	162,026	99.4%
Employees	242,420	239,090	98.6%
Volunteers	1,707,392	1,686,713	98.8%
Children	5,314,935	5,107,007	96.8%

CHILDREN OPTED OUT BY PARENTS	PERCENTAGE OF TOTAL CHILDREN
73,626	1.4%

school's training without confirming that the local public school actually teaches safe environment in their curriculum. In addition, these programs are to be reviewed by the local ordinary to determine whether they are in accord with Catholic moral teaching. This issue too was reflected in the respective Management Letters.

The high absentee rate in parish religious education programs, the absence of accurate record keeping (or the existence of a weak record-keeping system), and the turnover of principals and DREs all indicate areas to carefully watch in the future.

Successes

The good news is that a remarkable number of clerics, employees, and volunteers who work with children, as well as children themselves, are being or have been trained. Even as the problems of record keeping are noted, so too are the efforts of dioceses/eparchies to provide the necessary training. Training adults on how they can prevent child sexual abuse is becoming part of parish life.

More and more dioceses/eparchies are auditing their parishes to ascertain the level of compliance with diocesan policies. This is a critical part of determining compliance, not only with Articles 12 and 13, but with all aspects of the *Charter*.

Safe environment training is powerful for adults as well as children. This training in particular imparts to children critical, life-forming messages, giving them the skills necessary to protect themselves from those who would want to harm them. Below are some of the messages children hear in safe environment programs.

1. **Abuse is never a child's fault**, a point that children need to hear over and over again. Offenders try hard to make children feel complicit in the abuse or to blame them for the abuse. Children learn that that is never true. The blame *always* belongs to the adult who is taking advantage of a child's trust and vulnerabilities.
2. **God loves children forever and wants them to live holy and happy lives.** If children have been abused, they learn they are still innocent and loved by God and their families. The shame of child sexual abuse needs to be put where it belongs: on the abuser.
3. **Abuse that has happened should be reported.** Children learn to tell a parent or another trusted adult if someone is hurting them and to keep telling until they are believed. One study shows that children tell of their abuse an average of nine times before someone believes them. Parents can help children by pointing out the adults who can be trusted. Parents can also teach children the correct names of private body parts. This simple step gives children the vocabulary to tell others what happened to them.
4. **You can recognize abuse when it happens.** Children learn to trust the feeling that says something isn't right and to tell a parent or other trusted adult when something happens that makes them feel uneasy. Children learn to question when someone is telling them to do something they don't like, saying it is because he loves them. Children learn to tell parents or another trusted adult if another person makes them sad or confused or tries to get them to break rules. This can stop the process of grooming by which an abuser lures a child toward danger. A child who questions another's inappropriate behavior can send a message to the offender that this child is not an easy target, but one who will tell what is being done to him or her.
5. **There are ways to spot a grooming process.** Offenders are willing to spend a great deal of time grooming the family, the child, and even the community so they may be seen as a trusted family friend. Children learn that anyone who lets children break rules, gives them alcohol, or shows them pornography needs to be reported to parents and other trusted adults. Children learn not to keep secrets from parents. They learn that they should tell parents when someone gives them special gifts or is always touching them or tickling them and saying not to tell.
6. **Parents or other trusted adults will talk about this subject.** Children often try to protect their parents from bad news, so they need to learn that they can tell their parents anything. This lesson is conveyed when parents stay involved in their

children's activities and talk with them about what is happening in their lives. This is how children learn what can be shared with parents. The more effective safe environment programs include parents in the learning process. This gives the child a clear signal that this subject is not off limits but instead is something to be talked about with family members.

7. **Boundaries exist.** Learning about personal boundaries can protect children. Children who listen to their instincts, to the voice that says, "This doesn't feel right," can protect themselves.
8. **Children can stand up for themselves.** Children need to be respectful and obey, yet at the same time need to know that there are times when it is okay to say no to an adult. Children learn when it is appropriate for them to say, "No, stop doing that." For example, they hear that they can say no to someone who makes them uncomfortable, shows them pornography, or offers them alcohol.
9. **There are ways to explain inappropriate behavior.** Children learn how to describe what is happening when someone is doing something that seems a "little weird," even though it may not seem wrong. The ability to articulate what has happened enables a child to more easily confide in a parent or other trusted adult. This can alert the adult to a potentially dangerous situation so that it can be avoided. This is ultimately the goal of safe environment education for 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).

All dioceses/eparchies that participated in the 2010 on-site audits were found in compliance with this Article.

Article 13 requires dioceses/eparchies to evaluate the background of clerics, employees, and volunteers whose duties include ongoing, unsupervised contact with minors. It also requires that candidates for ordination are carefully screened to determine their fitness for either the priesthood or the permanent diaconate.

During the audit process the following questions were asked in each diocese/eparchy, whether they received on-site audits or participated in data collection audits:

- (1) Does the diocese/eparchy conduct background evaluations on:
 - a) *priests?*
 - b) *deacons?*
 - c) *candidates for ordination?*

If yes, describe the process, including law enforcement and community agencies used.
If no, explain for each instance.

- (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?*

If yes, describe the process, including law enforcement and community agencies used.
If no, explain for each instance.

- (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.)

If no, explain.

Background evaluations are another tool by which the Church can build a “hedge of protection” around children. Dioceses/eparchies search criminal history records to determine whether someone should be allowed access to children. In conducting these evaluations, the *Charter* states, “Specifically, they are to utilize the resources of law enforcement and other community agencies.” These records include FBI fingerprint records, county law enforcement records, and state and national sex offender registries. It is common for dioceses/eparchies to use a vendor to facilitate the search for them. Additionally, states that provide internet access to criminal history records make it cost effective for dioceses/eparchies to search for such records.

While one cannot ascertain just by looking at a person whether he or she is a sex offender, or whether his or her motive is to harm a child, screening out those whose past behavior reflects endangering a child is an important component to every safe environment program.

Dioceses/eparchies are doing a thorough job of screening applicants for both the priesthood and the permanent diaconate. Typical screening tools include comprehensive psychological and personality tests, personal interviews with the bishop and/or his committee, letters of recommendation, educational transcripts, employment history, physical exams, and a criminal history record search.

Challenges

This Article, much like Article 12, requires extensive record keeping. Without an accurate record of who has had a background check, when it was conducted, and who still needs one, it is impossible to know if those whom the Church has allowed access to the children in her care can be trusted. Dioceses/eparchies need to work with parish staff to see that this requirement is fulfilled. Only one Management Letter was issued on this Article. In that case the diocese was unable to match the employees and volunteers who had been trained with the employees and volunteers on whom background evaluations had been conducted.

CATEGORY	TOTAL NUMBER	NUMBER CHECKED	PERCENTAGE CHECKED
Priests	38,118	37,891	99.92%
Deacons	14,792	14,790	99.99%
Candidates for Ordination	6,078	6,028	99.18%
Educators	163,003	162,753	99.85%
Employees	242,420	241,383	99.57%
Volunteers	1,707,932	1,695,605	99.28%

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 14 states that a cleric who has committed an act of sexual abuse of a minor is not to be transferred to another assignment, either within the same diocese/eparchy or in another diocese/eparchy. This Article is further enhanced because its compliance is dependent on conformance with Norm 12.

All dioceses/eparchies audited are in compliance with this Article as it concerns the transfer of a cleric who has committed an act of sexual abuse. All dioceses/eparchies have policies and procedures in place directing visiting priests to present information verifying their good standing and status in their diocese/eparchy.

One of the major causes of the anger and disillusionment of the faithful was the transferring of clerics after bishops had information concerning the clerics sexually abusing children. While in the past the bishops may have been acting on the advice of mental health professionals, today there is no circumstance in which such a transfer is allowed or is occurring.

As stated in Norm 8, when an act of sexual abuse of a minor has been admitted or established after an appropriate process in accord with canon law, the offending cleric is to be removed permanently from ecclesiastical ministry, not excluding dismissal from the clerical state if the case so warrants. He may not be transferred to another parish or diocese.

Norm 12 further states that:

- “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.

- 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. This will be done with due recognition of the legitimate authority of the bishop/eparch.”

The auditors asked one question regarding this Article: Does the diocese/eparchy have policies and/or procedures regarding transfer of clergy who have committed an act of sexual abuse against a minor for residence, including retirement? If the diocese/eparchy advised that no such policies or procedures existed, they were asked to explain why not. Again, every diocese/eparchy audited advised they did have such policies/procedures, and in the on-site audits, the dioceses/eparchies were asked to show those policies/procedures to the auditors.

Interviews were also conducted to verify that the dioceses/eparchies were complying with their own policies/procedures. It is one thing to have such policies/procedures, but another to follow them.

To a great extent parishes are instrumental in the compliance with this Article. Pastors and their employees need to know the diocesan/eparchial policies and procedures when visiting priests are

invited—or volunteer to minister in—the parish. This includes all clerics who are requested or invited to officiate at weddings, funerals, and baptisms of family members’ or friends’ children; give retreats; or lend a hand while on vacation. The policies and procedures of the diocese/eparchy need to be followed in all instances for visiting clerics regardless of the reason for the visit.

This promise by the bishops is another key building block to restoring the trust of the faithful. The faithful must believe that the bishops understand their anger and are committed to the idea that only men of integrity are allowed to present themselves as clerics in the Catholic Church.

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.

This Article requires that two representatives from the Conference of Major Superiors of Men (CMSM) serve as consultants to the CPCYP and that at the invitation of the CMSM, the CPCYP will designate two of its members to consult with its counterpart at CMSM. This Article also requires periodic meetings between major superiors and bishops for the purpose of coordinating their roles in response to any allegation made against a cleric member of a religious community.

One diocese received a Management Letter because they were not able to verify that the bishop had met with all the major superiors who have members of their religious institute ministering in the diocese.

The president of CMSM, Fr. Tom Cassidy, SCJ, and its executive director, Fr. Paul Lininger, OFM Conv, continue to serve as consultants to the CPCYP. They present reports to the bishops at the quarterly meetings of the CPCYP and are part of discussions on all agenda items. Fr. Lininger also serves as consultant to the *Charter* Review Committee, which is composed of members of the CPCYP and the NRB as well as other consultants.

Bishop Cupich, chair of the CPCYP, attended the annual CMSM Executive Board Meeting in February 2010. Due to calendar issues and travel complications of other members, he was the only CPCYP member to attend the 2010 meeting. This meeting provided an opportunity for a bishops’ representative to meet with this Executive Board to discuss issues of mutual interest as related to the implementation of the *Charter*. Having a forum to discuss these and other issues helps prevent misunderstandings and enhances the strength of the implementation of the *Charter*, as both diocesan and religious clerics work in unison for the healing of victims/survivors and the safety of children in the Church’s care.

Communication between individual bishops and major superiors who have clerics ministering within the diocese is vital. The time to discuss the procedures for handling any allegation concerning a religious order member is **prior** to an allegation being received.

According to this Article, “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.” In the early years of the *Charter*, this meeting/dialogue was frequent, but as the years go by, it is becoming less and less frequent. The *Charter* does not define “periodically,” and though no diocese was found to be noncompliant, growing complacency about this Article is developing on the part of both bishops and major superiors. This concern was mentioned in last year’s Annual Report as well.

Bishops and major superiors may not see the need to meet regularly if there have been no personnel

changes and no allegations. However, regular communication between all parties can prevent misunderstandings about many *Charter*-related issues such as Letters of Suitability, the residence of a removed religious order priest, or the Church response should an allegation be made against a member of a religious order.

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 16 requires dioceses/eparchies to cooperate with other institutions conducting research in this area.

All dioceses/eparchies participating in the audit are in compliance with this article.

In 2010, 194 out of 195 dioceses/eparchies participated in the CARA Annual Survey. Most dioceses/eparchies cooperated with the John Jay researchers as they requested information for the *Causes and Context Study*, the retroactive study of the clergy sexual abuse commissioned by the bishops and overseen by the NRB.

In addition to this research study, dioceses/eparchies worked with a number of agencies outside the Church in the area of child abuse prevention as they have in the past. The variety of agencies is impressive: Boy Scouts, local child abuse prevention agencies, state and national child welfare agencies, Drug Abuse Resistance Education (D.A.R.E.) programs, and i-SAFE (a leading publisher of media literacy and digital citizenship education materials and programming with worldwide distribution channels). Dioceses also participate in and/or coordinate children's health fairs, and the national Child Abuse Prevention month of April is used to highlight a variety of diocesan child safety initiatives.

Because dioceses/eparchies are more aware today of the countless types of potential harms that threaten

a child's safety, they are providing information and resources in areas such as internet safety, domestic abuse, pornography, and in one instance, even homelessness. This involvement is seen as evidence that child safety is becoming integrated into the Catholic Church culture—consistent with the Church's other efforts to protect the life and dignity of the human person.

Bishop Blase J. Cupich, chair of the CPCYP, with Ms. Diane Knight, chair of the NRB, and Ms. Teresa Kettelkamp, executive director of the SCYP, attended the twelfth Anglophone Conference in Glasgow, Scotland, in May 2010. The participating countries expressed interest in what the U.S. Catholic Church is doing to address the issue of clergy sexual abuse, with specific interest in the *Charter* and the system for annual audits.

Once again this year, Chile sent a representative to the Anglophone Conference, and the conference was pleased to have a representative from Malaysia. There was strong agreement and a commitment on the part of all present that the focus of this conference must remain on the healing of victims/survivors and the safety of children. The participants also agreed that recent developments in Europe have highlighted that what happens in one country or diocese in the Catholic Church happens to all. This interaction has also led to several contacts to assist other countries as they confronted their own clergy sexual abuse scandals.

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.

Article 17 requires cooperation with the apostolic visitation of the seminaries and the strengthening of programs for ongoing formation for seminarians, deacons, and priests. The bishops also commit themselves to work to foster reconciliation among all people in their dioceses/eparchies, especially those individuals who were themselves abused and the communities that have suffered because of the sexual abuse of minors that occurred in their midst.

All dioceses/eparchies audited were found in compliance with this article.

The apostolic visitation was completed in the summer of 2006, with the report dated December 15, 2008.

There are many instances of dioceses/eparchies providing outstanding formation programs for their seminarians and clerics. Programs range from spiritual growth to psychological health. Reinforcement of the four pillars or dimensions of formation (spiritual, pastoral, intellectual, and human) are also common themes for ongoing formations programs.

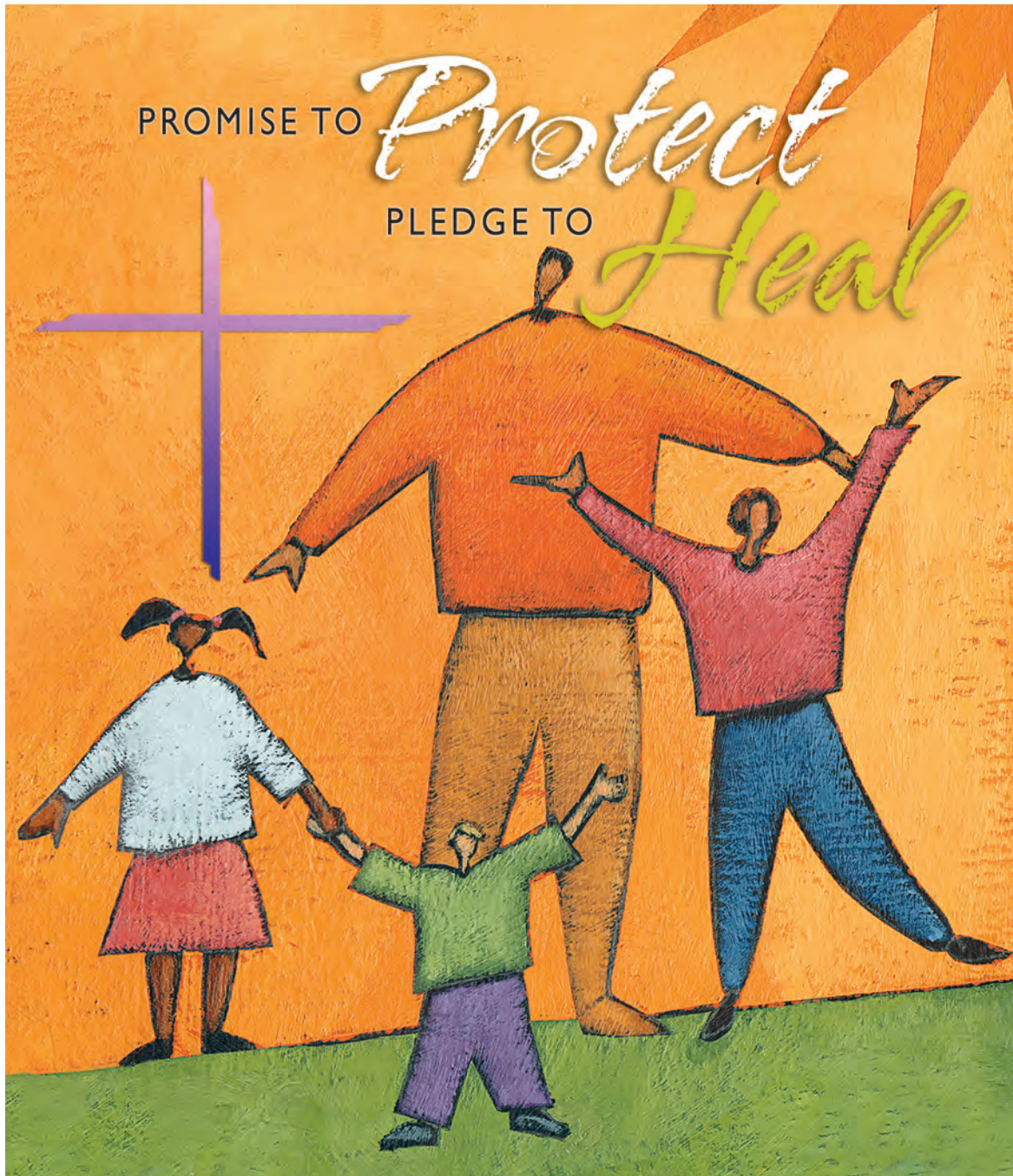
Clerics in the Catholic Church promise to lead chaste and celibate lives. To do that in a healthy, committed manner requires ongoing formation. It

is a testament to the sincerity of the bishops and clerics that both time and resources are allotted to the fulfillment of the Article. At least one diocese reported a fulltime director of post-ordination formation; another reported a clergy institute; many have annual priests conferences dedicated to ongoing formation. Retreats, days of reflection, clergy newsletters, continuing education workshops on boundaries, and a diversity of other topics are typical of diocesan efforts to implement this Article.

Reconciliation among all people of the dioceses/eparchies will always be an ongoing process, especially with individuals and in parish communities where abuse has occurred. A new report of a historical allegation can renew deep past wounds in a community. Attention to those communities is an important component of the healing process for both individuals and parish communities.

Many bishops continue to respond by offering apologies, healing masses, and retreats for those harmed by abuse. Victims/survivors who receive a more legalistic response by the diocese rather than a pastoral one find it difficult to obtain closure, and the healing process can become prolonged. Dioceses/eparchies then find themselves in long, drawn-out proceedings that become more and more contentious. Both Articles 1 and 17 call for a pastoral approach to outreach and reconciliation.

Strengthening programs for ongoing formation for seminarians, deacons, and priests, and always prioritizing pastoral outreach to victims/survivors are two key building blocks in addressing the Church's past weaknesses to ensure that the foundation for the future is on strong ground.



Section II

CHAPTER FOUR

2010 Survey of Allegations and Costs

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

February 2011

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 *2010 Annual Survey of Allegations and Costs* was designed by CARA in consultation with the Secretariat of Child and Youth Protection (SCYP) and was nearly identical to the versions used from 2004 to 2009. 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 late-October 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 2010 annual survey on February 11, 2011. All but one of the 195 dioceses and eparchies of the USCCB completed the survey, for a response rate of 99.5 percent. The Diocese of Lincoln once again declined to participate. A total of 156 of the 218 clerical and mixed religious institutes that belong to CMSM responded to the survey, for a response rate of 72 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 2010, with tables comparing allegations and costs from 2004 to 2010, which are presented in this report.

DIOCESES AND EPARCHIES

The Data Collection Process

Dioceses and eparchies began submitting their data for the 2010 survey in mid-November 2010. CARA and the SCYP contacted every diocese or eparchy that had not sent in a contact name by January 1, 2011, to obtain the name of a contact person to complete the survey. CARA and the SCYP sent multiple e-mail and phone reminders to these contact persons to encourage a high response rate.

By February 11, 2011, all but one of the 195 dioceses and eparchies of the USCCB had responded to the survey, for a response rate of 99.5 percent. The Diocese of Lincoln once again declined to participate. The participation rate among dioceses and eparchies increased each year of this survey, from

93 percent in 2004 to 94 percent in 2005, and has remained at 99 percent since 2006.

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

Credible Allegations Received by Dioceses and Eparchies in 2010

The responding dioceses and eparchies reported that between January 1 and December 31, 2010, they received 428 new credible allegations of sexual abuse of a minor by a diocesan or eparchial priest or deacon, all but seven of them from adults alleging abuse that occurred prior to 2010. These allegations were made by 426 individuals against 345 priests or deacons. As Table 1 shows, this is an increase from 2009 in the numbers of victims, allegations, and offenders reported, but less than the numbers reported each year from 2004 through 2008.

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

	2004	2005	2006	2007	2008	2009	2010	Change (+/-) 2009-2010	Percentage Change
Victims	889	690	632	598	620	398	426	28	7%
Allegations	898	695	635	599	625	398	428	30	8%
Offenders	622	463	394	415	423	286	345	59	21%

Sources: Annual Survey of Allegations and Costs, 2004-2010

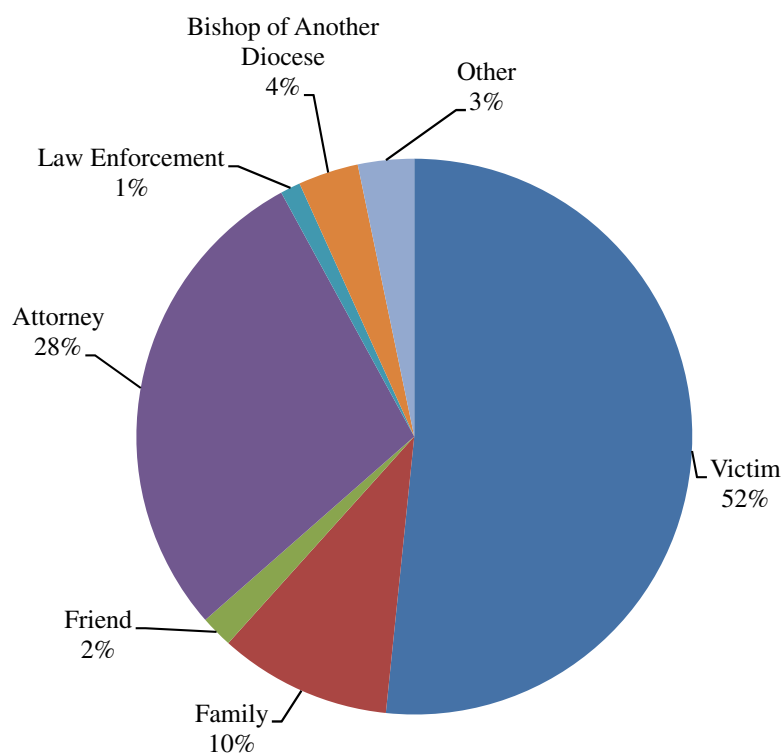
Compared to 2009, new reports of allegations increased by 8 percent (from 398 new credible allegations in 2009 to 428 new credible allegations in 2010). The number of alleged offenders increased by one-fifth, from 286 alleged offenders reported in 2009 to 345 alleged offenders reported in 2010.

Of the 428 new allegations reported in 2010, seven allegations (less than 2 percent), involved children under the age of eighteen in 2010. The remaining 421 allegations were made by adults who are alleging abuse when they were minors. By comparison, eight allegations in 2009 (2 percent of all new allegations in 2009), 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), fourteen 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 twenty-two allegations in 2004 (2 percent of new allegations received in 2004) involved children under the age of eighteen in each of those years.

Figure 1 illustrates the way in which allegations were reported to the dioceses or eparchies in 2010. More than half of all new allegations (52 percent) were reported by the victim, and three in ten (28 percent) were reported by an attorney.

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



Source: 2010 Survey of Allegations and Costs

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

- Allegations reported by family members increased slightly, from 6 percent in 2009 to 10 percent in 2010.
- A bishop of another diocese reported 4 percent of allegations in 2010, compared to 2 percent in 2009.
- Three 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 8 percent in 2009. Some of these other persons reporting allegations include other priests, parishioners, counselors or therapists, medical personnel, news media, and the diocesan review board.

Figure 2 presents the percentage of all new allegations of abuse that were cases involving solely child pornography. Of the 428 total allegations, two allegations involved only child pornography, the same number as reported in 2009.

Victims, Offenses, and Offenders in 2010

The sex of 5 of the 426 alleged victims reported in 2010 was not identified in the allegation. Among those for whom the sex of the victim was reported, 82 percent (345 victims) were male and 18 percent (76 victims) were female. This proportion is illustrated in Figure 3.

The proportion of male and female victims is nearly identical to that reported in 2009 (83 percent males and 17 percent females).

More than half of the victims (53 percent) were between the ages of ten and fourteen when the alleged abuse began. One-fifth of the victims (20 percent) were between the ages of fifteen and seventeen, and one-fifth were younger than age ten. The age could not be determined for 8 percent of victims. Figure 4 presents the distribution of victims by age at the time the alleged abuse began.

Figure 5 shows the years in which the abuse reported in 2010 was alleged to have occurred or begun.

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

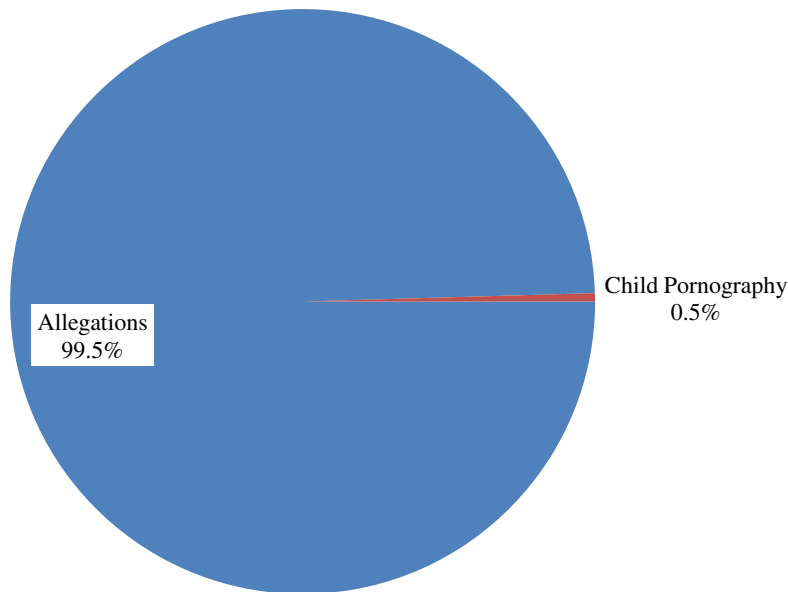
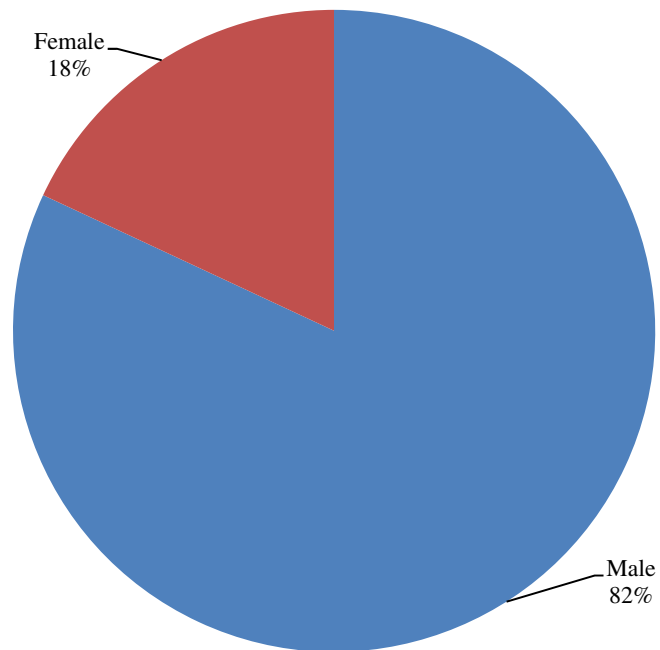
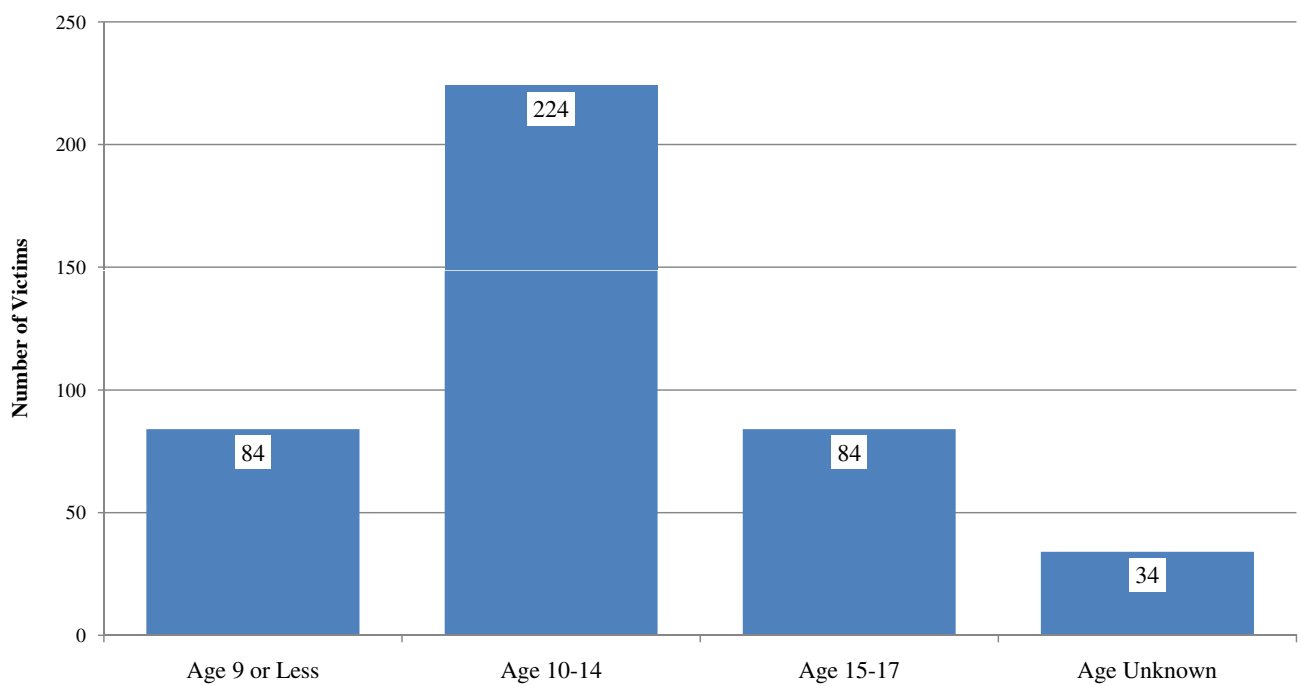


Figure 3. Sex of Abuse Victim: Dioceses and Eparchies.



Source: 2010 Survey of Allegations and Costs

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



Source: 2010 Survey of Allegations and Costs

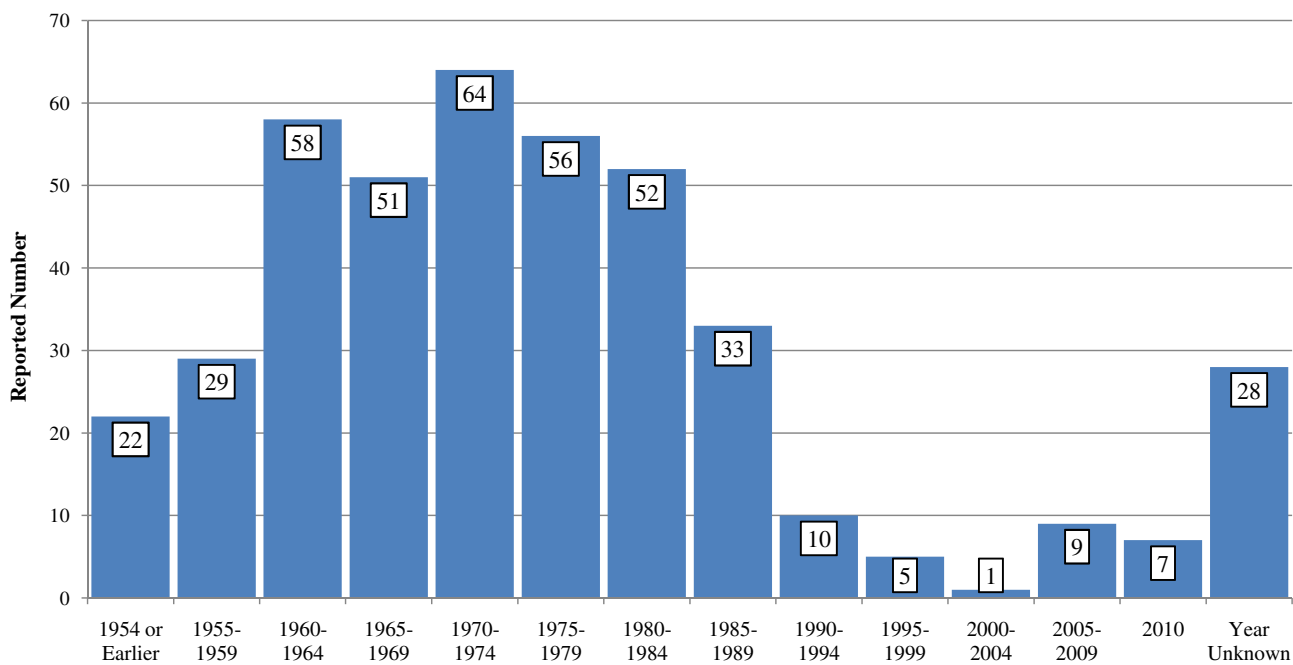
Two-thirds of new allegations (66 percent) occurred or began between 1960 and 1984. The most common time period for allegations reported in 2010 was 1970-1974. This is approximately the same time pattern that has been reported in previous years, with most allegations reportedly occurring or beginning between the mid-1960s and the mid-1980s. For twenty-eight new allegations reported in 2010 (7 percent), no time frame for the alleged abuse could be determined by the allegation.

Of the 345 diocesan or eparchial priests or deacons who were identified in new allegations in 2010, most (81 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, 5 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 2010 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.

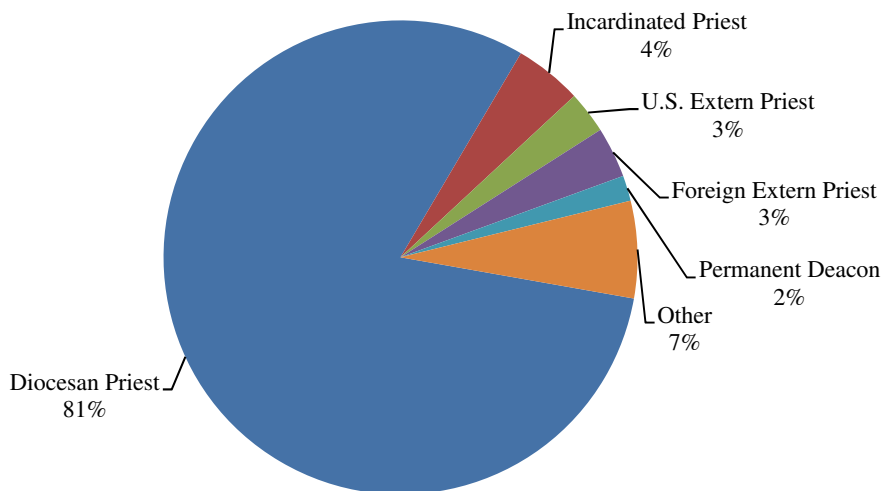
Of the 345 priests and deacons identified in 2010 as alleged offenders, 201 (58 percent) had already been identified in prior allegations. In 2009, that proportion was 55 percent. Figure 7 depicts the percentage with prior allegations in 2010 compared to previous years.

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



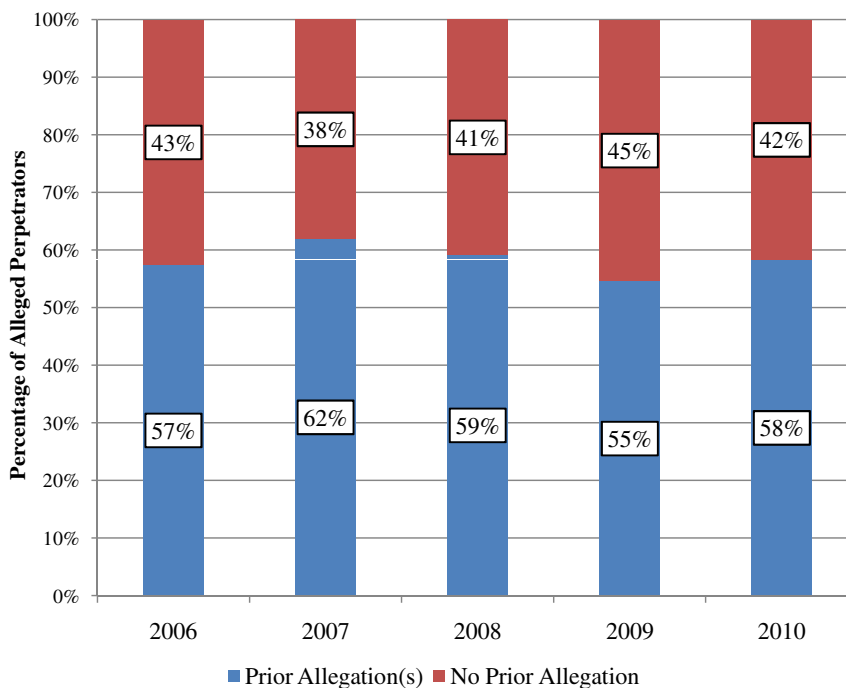
Source: 2010 Survey of Allegations and Costs

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



Source: 2010 Survey of Allegations and Costs

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



Sources: Annual Survey of Allegations and Costs, 2006-2010

Three-quarters of alleged offenders (76 percent) identified in 2010 are deceased, already removed from ministry, already laicized, or missing. Another thirteen priests or deacons (4 percent) were permanently removed from ministry in 2010. In addition to the thirteen offenders identified in 2010 and permanently removed from ministry in 2010, another thirty-eight priests or deacons who had been identified in allegations of abuse *before* 2010 were permanently removed from ministry in 2010.

Nine priests or deacons were returned to ministry in 2010 based on the resolution of an allegation made during or prior to 2010 (five who were identified in 2010 and four who were identified before 2010). In addition, 114 priests or deacons (twenty-six who were identified in 2010 and seventy-eight who were identified before 2010) have been temporarily removed from ministry pending completion of an investigation. Notwithstanding the year in which the abuse was reported, seventeen diocesan and eparchial clergy remain in active ministry pending a preliminary investigation of an allegation (ten who were identified in 2010 and seven who were identified prior to 2010). Figure 8 shows the current status of alleged offenders.

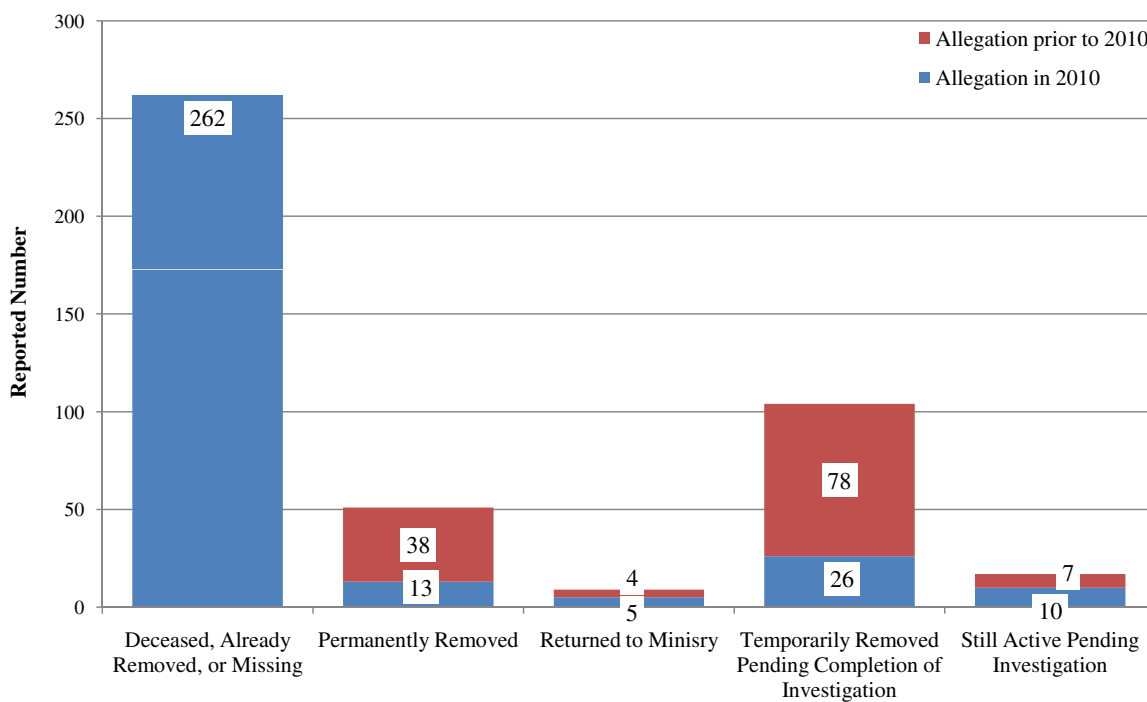
Of the 428 new credible allegations reported in 2010, 71 new allegations (17 percent) were unsubstantiated or determined to be false by December 31, 2010. In addition, twenty-five allegations received prior to 2010 were unsubstantiated or determined to be false during 2010. Figure 9 presents the percentage of all new credible allegations received in 2010 that were unsubstantiated or determined to be false in 2010 compared to previous years.

Costs to Dioceses and Eparchies in 2010

Dioceses and eparchies that responded to the survey and reported costs related to allegations paid out \$123,703,433 in 2010. This includes payments in 2010 for allegations reported in previous years. Forty-one responding dioceses and eparchies reported no expenditures in 2010 related to allegations of sexual abuse of a minor. Table 2 compares payments by dioceses and eparchies from 2004 through 2010 across several categories of allegation-related expenses. The total costs reported by dioceses and eparchies in 2010 are \$19,263,804 more than those reported in 2009.

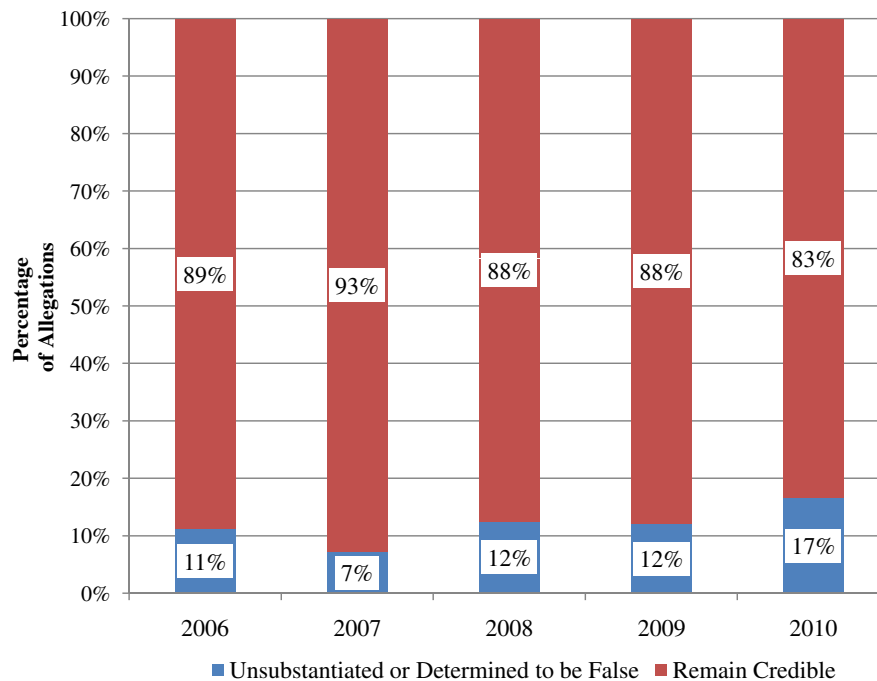
More than half of the payments by dioceses and eparchies in 2010 (57 percent) were for settlements

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



Source: 2010 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, 2006-2010

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

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
2004	\$93,364,172	\$6,613,283	\$1,413,093	\$32,706,598	\$5,485,011	\$139,582,157
2005	\$386,010,171	\$7,648,226	\$11,831,028	\$36,467,516	\$3,729,607	\$445,686,548
2006	\$220,099,188	\$9,731,815	\$30,362,609	\$69,780,366	\$2,996,581	\$332,970,559
2007	\$420,385,135	\$7,243,663	\$13,347,981	\$53,394,074	\$4,308,005	\$498,678,858
2008	\$324,181,740	\$7,114,697	\$11,605,914	\$29,572,948	\$3,766,432	\$376,241,731
2009	\$55,048,006	\$6,536,109	\$10,894,368	\$28,705,402	\$3,255,744	\$104,439,629
2010	\$70,375,228	\$6,423,099	\$9,931,727	\$33,895,944	\$3,077,435	\$123,703,433
Change (+/-)						
2009-2010	\$15,327,222	-\$113,010	-\$962,641	\$5,190,542	-\$178,309	\$19,263,804

Sources: Annual Survey of Allegations and Costs, 2004-2010

to victims. Attorneys' fees constituted an additional quarter (27 percent) of the total cost (\$33,895,944).¹ Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to another 8 percent of allegation-related costs (\$9,931,727).² An additional 5 percent of the total cost was for payments for therapy for victims (if not already included in the settlement). Payments for settlements and for attorneys' fees both increased over those reported in 2009.

Among the "other" costs reported by dioceses and eparchies (\$3,077,435) are payments for items such as investigations of allegations, medical costs and other support for victims or survivors, costs for mediation, travel expenses for victims, therapy for family members of victims, costs for victim hotlines, clergy misconduct review boards, monitoring services for offenders, psychological evaluations, insurance premiums, and USCCB compliance audit costs.

Figure 10 displays the costs paid by dioceses and eparchies for settlements and for attorneys' fees from 2004 through 2010.

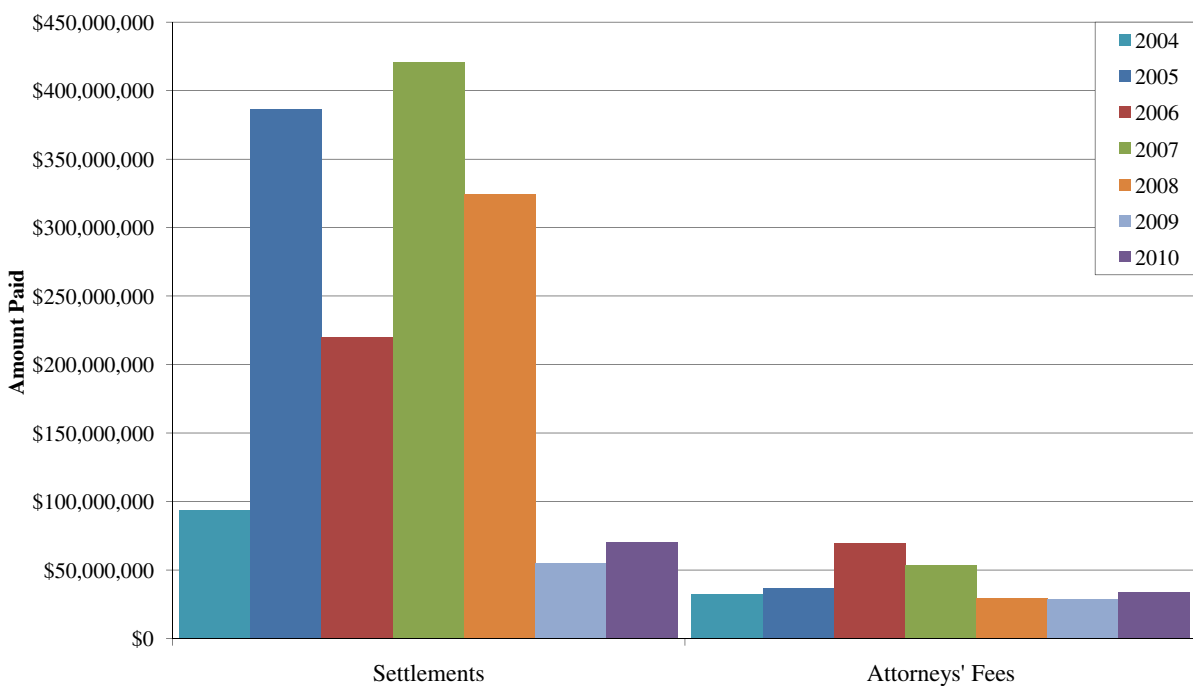
Compared to 2009, amounts paid for settlements in 2010 increased by 28 percent, and the amount paid

in attorneys' fees increased by 18 percent. Amounts paid for therapy for victims, support for offenders, and other costs declined between 2 and 9 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 less than one-third (28 percent) of the total allegation-related costs paid by dioceses and eparchies in 2010. By comparison, insurance paid for just over one-third (34 percent) of the total allegation-related costs paid by dioceses and eparchies in 2009, 38 percent in 2008, just over one-third (34 percent) in 2007, just over one quarter (27 percent) in 2006, nearly one half (49 percent) in 2005, and one-third (32 percent) in 2004.

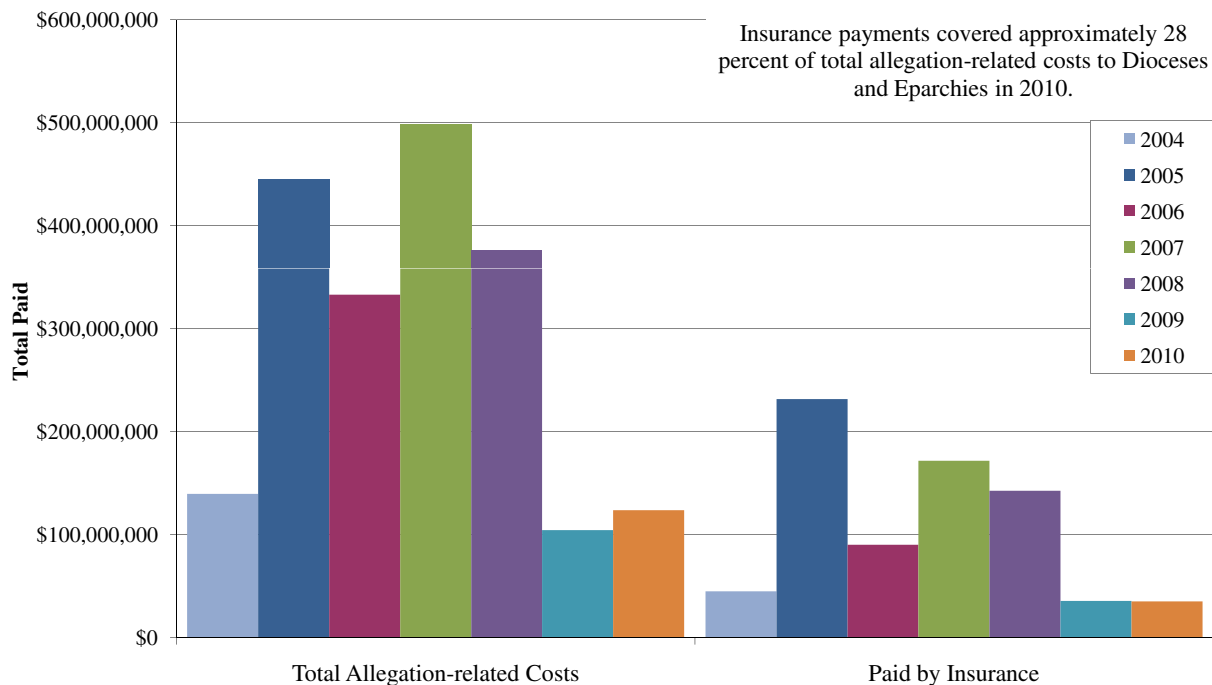
In addition to allegation-related expenditures, at least \$20,954,405 was spent by dioceses and eparchies for child protection efforts such as safe environment coordinators, training programs, and background checks. Figure 12 compares the allegation-related costs to child protection expenditures paid by dioceses and eparchies from 2004 through 2010.

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



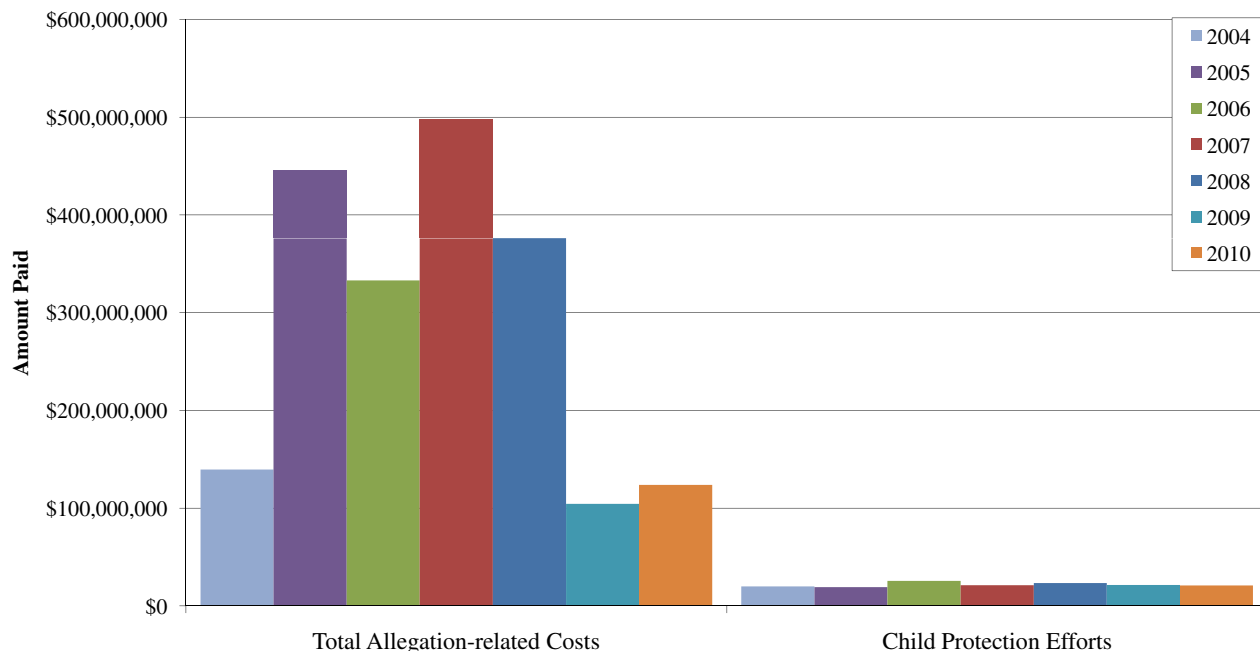
Sources: Annual Survey of Allegations and Costs, 2004-2010

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



Sources: Annual Survey of Allegations and Costs, 2004-2010

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



Sources: Annual Survey of Allegations and Costs, 2004-2010

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 mid-November 2010 requesting their participation. CARA and CMSM also sent several e-mail and fax reminders to major superiors to encourage them to respond. By February 11, 2011, CARA received responses from 156 of the 218 clerical and mixed religious institutes that belong to CMSM, for a response rate of 72 percent. This is about the same response rate that has been received each year since 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 as Appendix C.

Credible Allegations Received by Clerical and Mixed Religious Institutes in 2010

The responding clerical and mixed religious institutes reported that between January 1 and December 31, 2010, they received seventy-seven new credible allegations of sexual abuse of a minor committed by a priest or deacon of the community, all of which are alleged to have occurred prior to 2010.

These allegations were made against sixty 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 2009. New reports of allegations have decreased by 38 percent from 2009, and the number of alleged offenders stayed the same.

None of the new allegations reported by religious institutes in 2010 involved children under the age of eighteen in 2010. All allegations were made by adults who are alleging abuse as minors in previous years. By comparison, no allegations in 2009, 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 eighteen in each of those years.

Figure 13 displays the way in which allegations were reported to the religious institutes in 2010. Four in ten allegations (39 percent) were reported by the victim. One-third (32 percent) were reported 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. Another one-fifth (21 percent) were reported by an attorney. Five percent of allegations were reported by a family member and 3 percent were reported by someone else.

Compared to 2009, the proportion of all allegations that were reported by a victim or by a bishop/eparch increased, and the proportion reported by an attorney

Table 3. New Credible Allegations Reported by Religious Institutes.

	2004	2005	2006	2007	2008	2009	2010	Change (+/-) 2009-2010	Percentage Change
Victims	194	87	78	91	176	115	75	-40	-35%
Allegations	194	88	79	92	178	115	77	-38	-33%
Offenders	134	69	54	76	95	60	60	0	0%

Sources: Annual Survey of Allegations and Costs, 2004-2010

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 (77) is much smaller than the total number reported by dioceses and eparchies (428). Some of the differences in reporting in recent years include:

- Victims reported 39 percent of allegations in 2010, compared to 15 percent in 2009, 23 percent in 2008, and 38 percent in 2007.
- A bishop or eparch reported 32 percent of allegations in 2010, compared to 9 percent in 2009, 10 percent in 2008, and 30 percent in 2007.
- Attorneys reported 21 percent of allegations in 2010, compared to 68 percent in 2009, 60 percent in 2008, and 16 percent in 2007.
- Family members reported 5 percent of allegations in 2010, compared to 7 percent in 2009 and 3 percent in 2008 and 2007.
- Three percent of new credible allegations in 2010 were reported by “other,” compared to 1 percent in 2009, 1 percent in 2008, and 10 percent in 2007.

None of the seventy-seven new allegations of abuse were cases solely involving child pornography, as is shown in Figure 14. Similarly, none of the allegations in 2009, two allegations in 2008, one allegation each in 2007, 2006, and 2005, and none in 2004 involved child pornography alone.

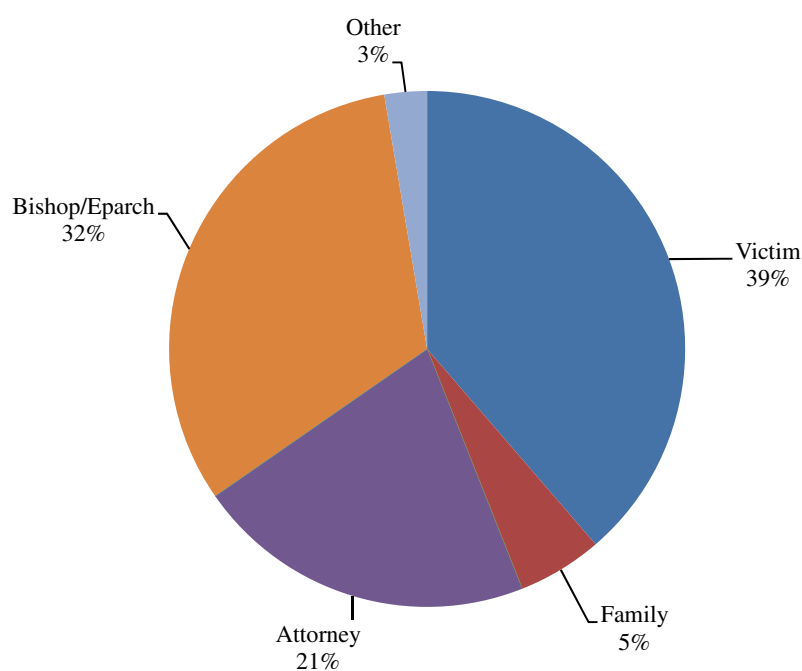
Victims, Offenses, and Offenders in 2010

The sex of one of the seventy-five alleged victims reported in 2010 was not identified in the allegation. Among those for whom the sex of the victim was reported, three in four were male (57 victims) and almost one quarter (17 victims) were female. This proportion is displayed in Figure 15.

By comparison, in 2009 religious institutes reported that eight in ten alleged victims were male and fewer than one in five were female.

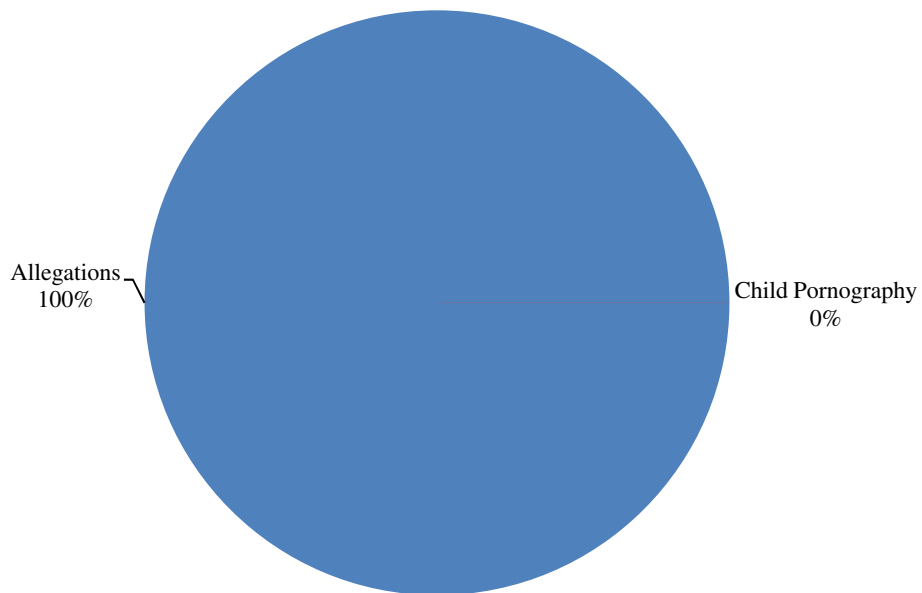
Four in ten victims (40 percent) were ages ten to fourteen when the alleged abuse began, and nearly as many (38 percent) were between fifteen and seventeen. One in five (19 percent) was under age ten, and

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



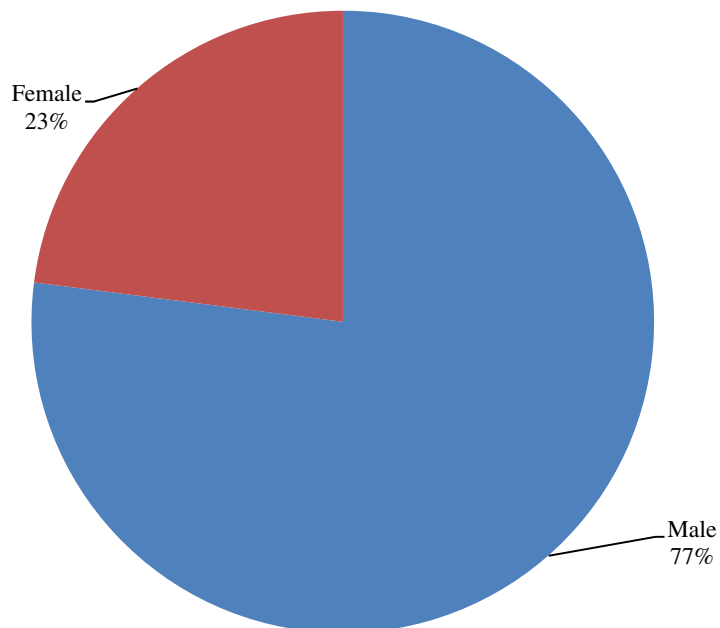
Source: 2010 Survey of Allegations and Costs

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



Source: 2010 Survey of Allegations and Costs

Figure 15. Sex of Abuse Victim: Religious Institutes.



Source: 2010 Survey of Allegations and Costs

the age of the victim could not be determined for three of the new allegations (4 percent). Figure 16 presents the distribution of victims by age at the time the alleged abuse began.

Two-thirds of the new allegations reported in 2010 (68 percent) are alleged to have occurred or begun between 1960 and 1984. Religious institutes reported that 1975-1979 was the most common time period for the alleged occurrences, similar to reports in prior years. None of the new allegations reported in 2010 are alleged to have occurred or begun since 1995. Figure 17 illustrates the years when the allegations reported in 2010 were said to have occurred or begun.

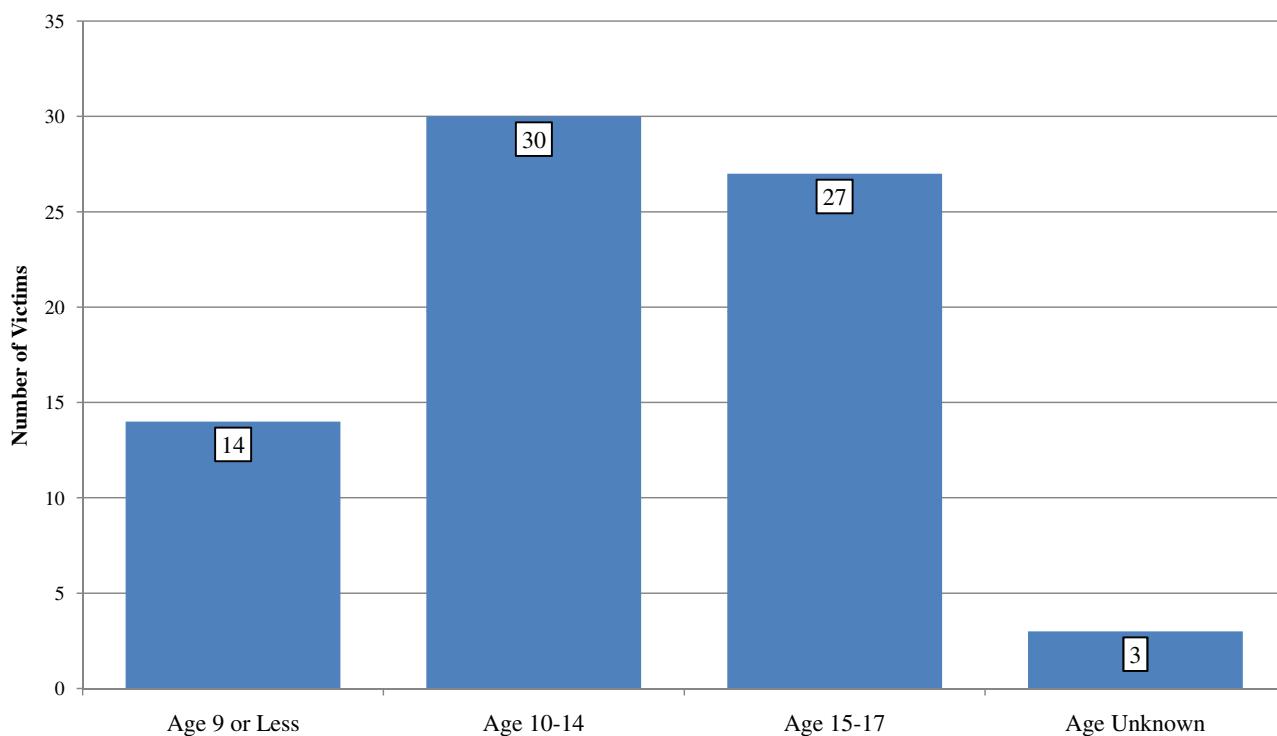
Of the sixty religious priests against whom new allegations were made in 2010, most (84 percent) were priests of a U.S. province or community serving in the United States at the time the abuse was alleged

to have occurred. None of those identified in new allegations in 2010 were deacons. Figure 18 displays the ecclesial status of offenders at the time of the alleged abuse.

Less than one in ten alleged offenders (6 percent) were priests who were members of the province at the time of the alleged abuse but who are no longer members of the religious institute. Another 5 percent were priests of the province who were assigned outside of the United States at the time of the alleged abuse, and 3 percent were priests who were members of another province at the time of the alleged abuse.

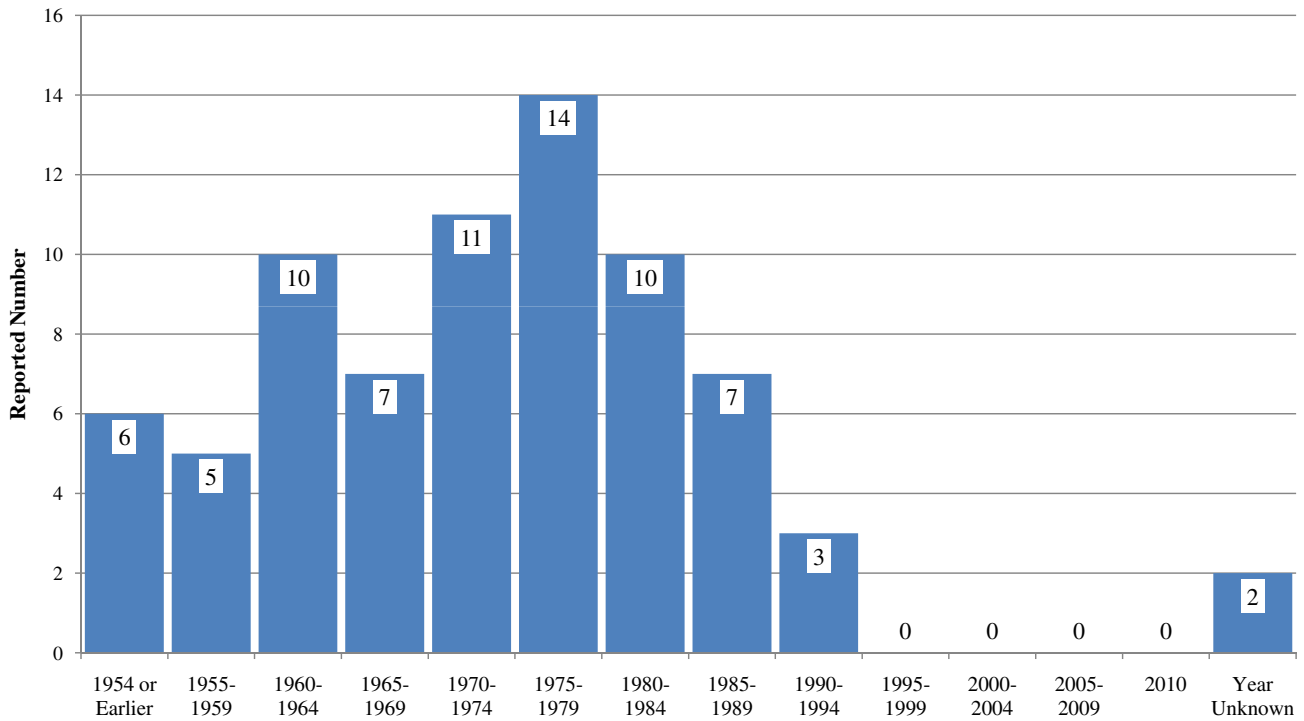
Three-fifths (58 percent) of the religious priests against whom new allegations were made in 2010 had no prior allegations. Two-fifths (42 percent) had already been the subject of previous allegations

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



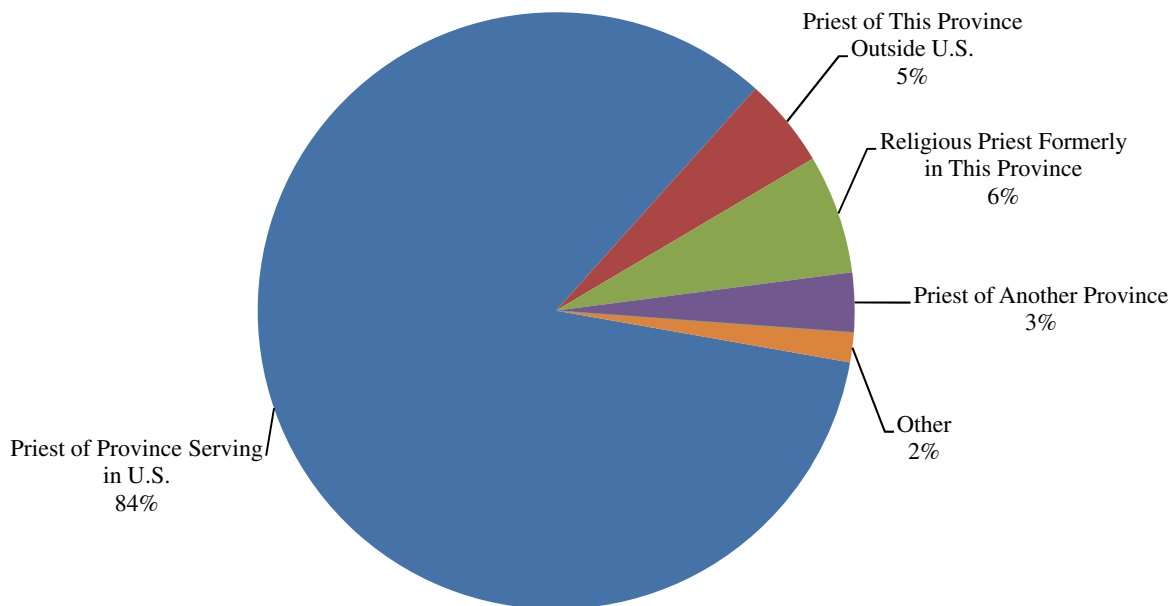
Source: 2010 Survey of Allegations and Costs

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



Source: 2010 Survey of Allegations and Costs

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



Source: 2010 Survey of Allegations and Costs

in prior years. This is similar to the pattern reported from 2007 through 2009 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 2010 compared to previous years.

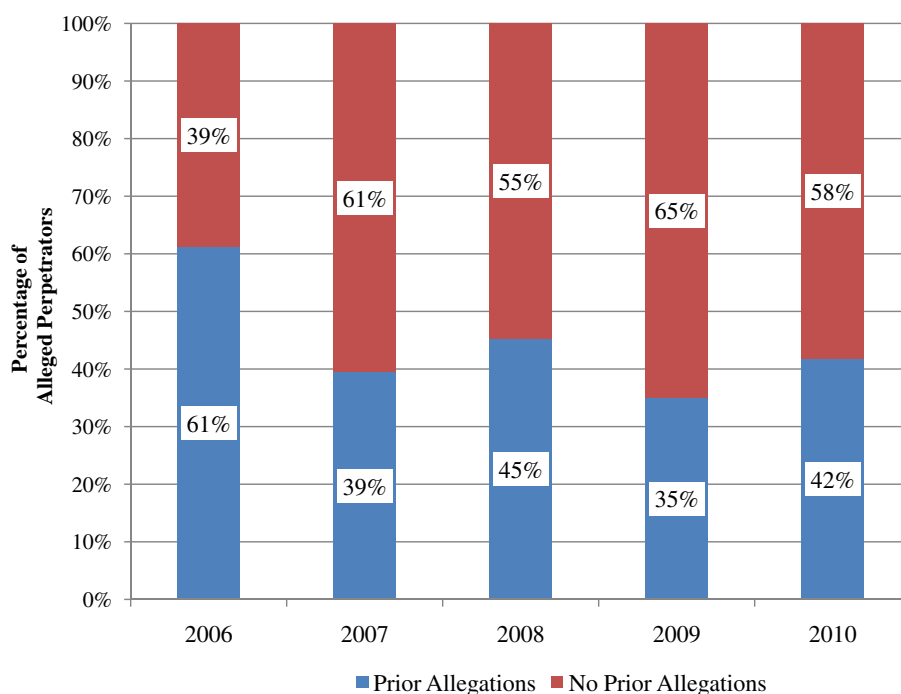
Eight in ten of the alleged offenders identified in 2010 (forty-seven priests) were deceased, had already been removed from ministry, or had already left the religious institute at the time the allegation was reported. Another 2 percent of alleged offenders identified in 2010 were permanently removed from ministry in 2010. Figure 20 displays the current status of alleged offenders.

In addition to the offender identified in 2010 and permanently removed from ministry in 2010, another twelve priests who had been identified in allegations of abuse *before* 2010 were permanently removed from ministry in 2010.

Six priests were returned to ministry in 2010 based on the resolution of an allegation made in 2009 or earlier. In addition, twelve religious priests (nine who were identified in 2010 and three who were identified before 2010) were temporarily removed pending completion of an investigation. No priests are reported to be in active ministry pending a preliminary investigation of an allegation, notwithstanding the year in which the abuse was reported.

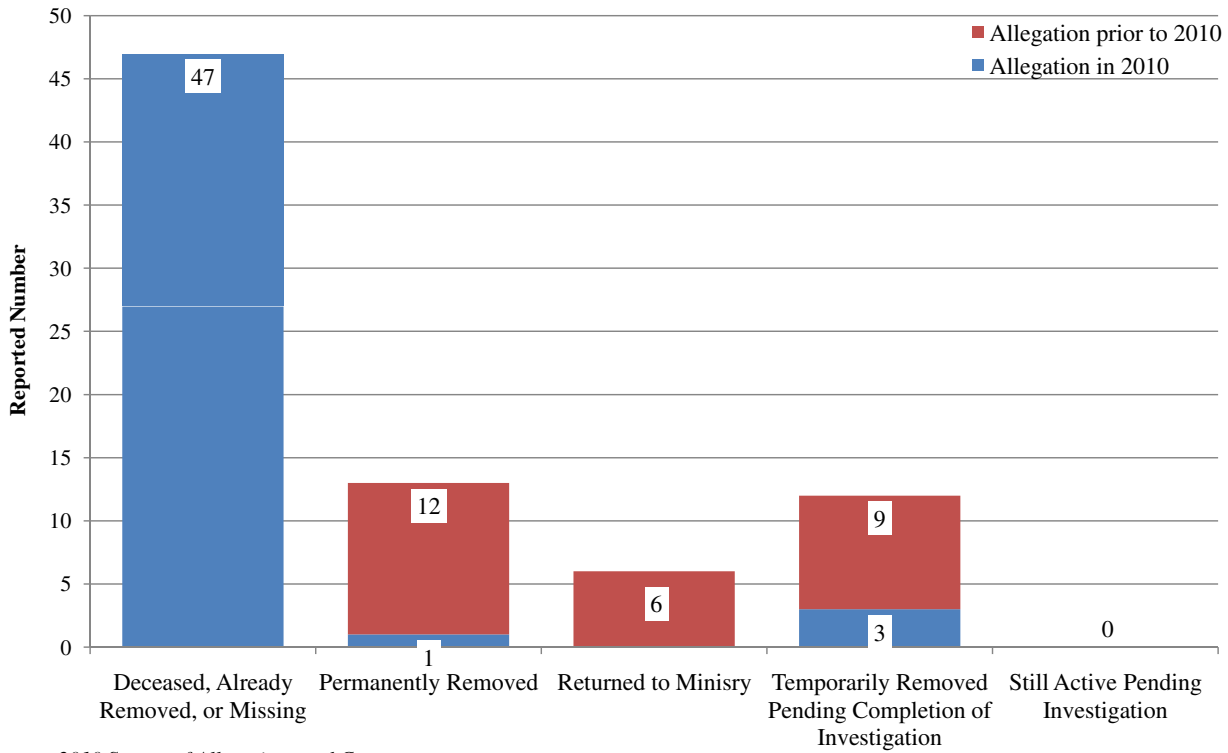
Of the seventy-seven new allegations reported to religious institutes in 2010, 10 percent (eight new allegations) were determined to be unsubstantiated by December 31, 2010. In addition, nineteen allegations received prior to 2010 were determined to be unsubstantiated during 2010. Figure 21 presents the percentage of all new allegations received in 2010 that were determined to be unsubstantiated in 2010 and compares it with the same data for previous years.

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



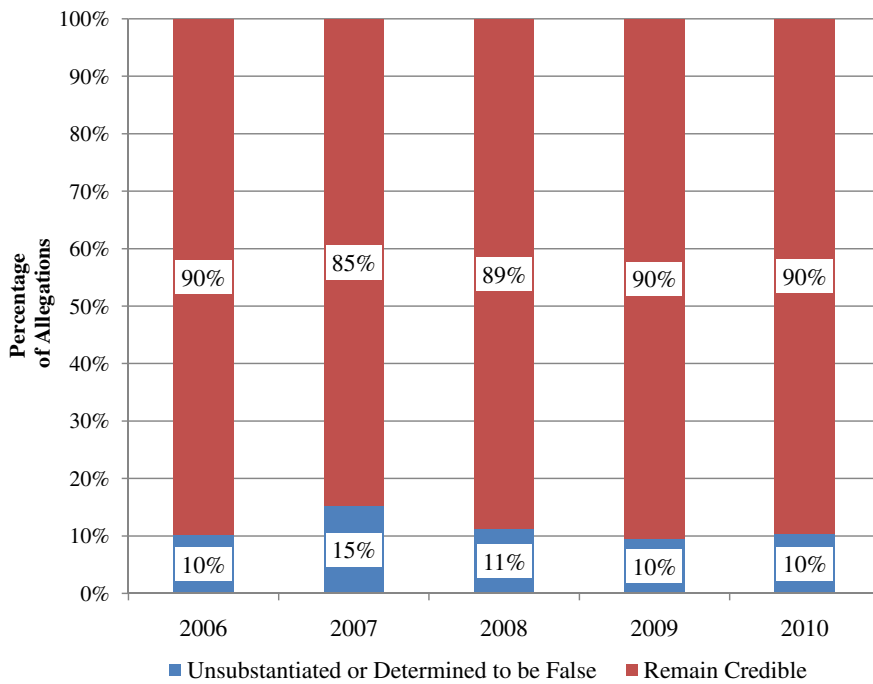
Sources: Annual Survey of Allegations and Costs, 2006-2010

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



Source: 2010 Survey of Allegations and Costs

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



Sources: Annual Survey of Allegations and Costs, 2006-2010

Costs to Clerical and Mixed Religious Institutes in 2010

The responding clerical and mixed religious institutes reported \$25,920,747 paid out in 2010 for costs related to allegations. This includes costs paid in 2010 for allegations reported in previous years. Table 4 compares the payments by religious institutes from 2004 through 2010 across several categories of allegation-related expenses. The total reported allegation-related costs to clerical and mixed religious institutes is over \$10 million more in 2010 than in 2009.

More than two-thirds of the payments by religious institutes in 2010 (71 percent) were for settlements to victims. Attorneys' fees were an additional \$4,844,435 (19 percent of all costs related to allegations reported by religious institutes). Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to \$1,842,696 (7 percent).³ An additional \$543,821 (2 percent) was for payments for therapy for victims (if not included in the settlement).

Payments designated as "other costs" reported by religious institutes (\$327,950) included victim outreach and assistance programs, support for victims and their families, travel expenses, consultants and investigators, external review board, and Praesidium expenses.

Figure 22 illustrates the settlement-related costs and attorneys' fees paid by religious institutes from 2004 through 2010. Settlement costs in 2010 are more similar to those paid out in 2004, 2005, and 2009 than they are to settlements paid in 2006-2008. 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 2010.

Figure 23 displays the total allegation-related costs paid by religious institutes from 2004 through 2010 and the proportion of those costs that were covered by insurance. Very little (4 percent) of the total allegation-related costs paid by religious institutes in 2010 was covered by insurance. By comparison, 7 percent of the total allegation-related costs in 2009, 19 percent in 2008, 34 percent in 2007, 23 percent in 2006, 13 percent in 2005, and 12 percent in 2004 were covered by insurance.

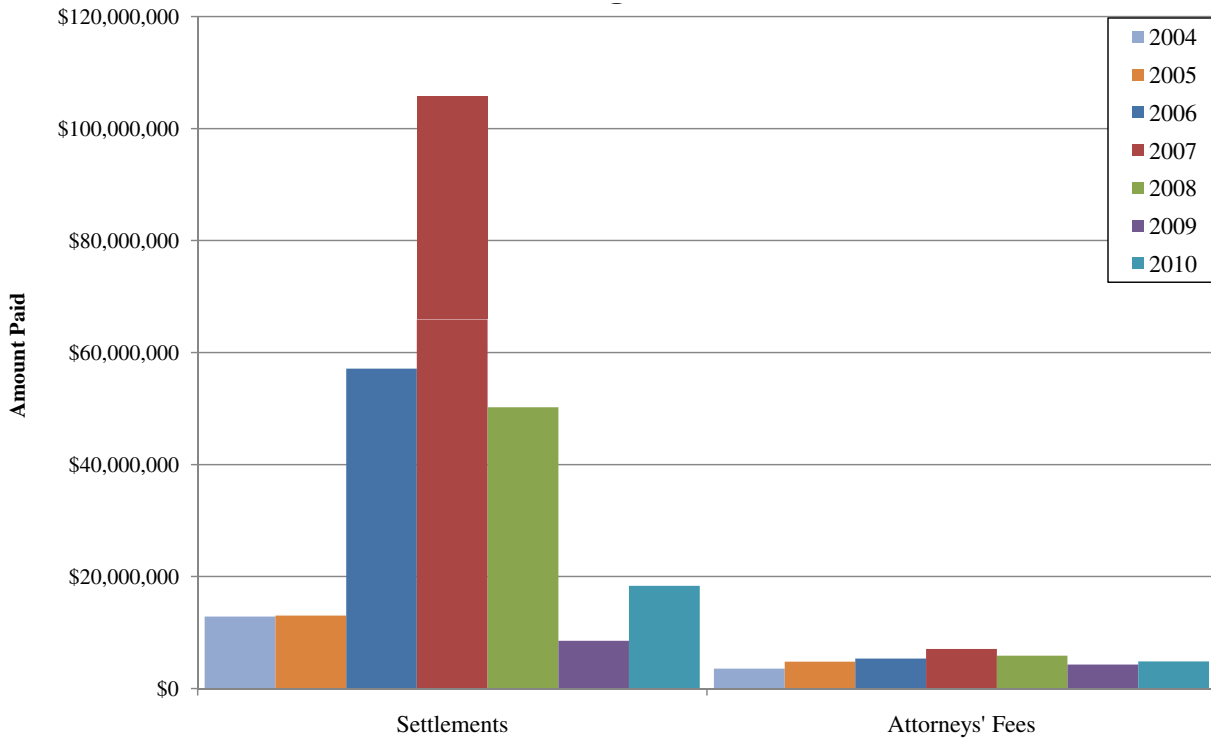
In addition to allegation-related expenditures, religious institutes spent more than one and a half million dollars (\$1,591,594) for child protection efforts such as training programs and background checks. This is similar to the amount paid by religious institutes in 2008, 2007, and 2006, but more than the amount paid in 2009, 2005, and 2004. Figure 24 compares the settlement-related costs and child protection expenditures paid by religious institutes in 2004 through 2010.

Table 4. Costs Related to Allegations by Religious Institutes.

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
2004	\$12,877,637	\$793,053	\$456,237	\$3,544,847	\$548,880	\$18,220,654
2005	\$13,027,285	\$755,971	\$1,838,110	\$4,784,124	\$841,434	\$21,246,924
2006	\$57,114,232	\$913,924	\$1,905,534	\$5,374,850	\$318,595	\$65,627,135
2007	\$105,841,148	\$691,775	\$2,097,993	\$7,073,540	\$781,375	\$116,485,831
2008	\$50,226,814	\$792,426	\$2,620,194	\$5,856,003	\$406,029	\$59,901,466
2009	\$8,527,837	\$754,744	\$1,632,585	\$4,291,209	\$441,992	\$15,648,367
2010	\$18,361,845	\$543,821	\$1,842,696	\$4,844,435	\$327,950	\$25,920,747
Change (+/-)						
2009-2010	\$9,834,008	-\$210,923	\$210,111	\$553,226	-\$114,042	\$10,272,380

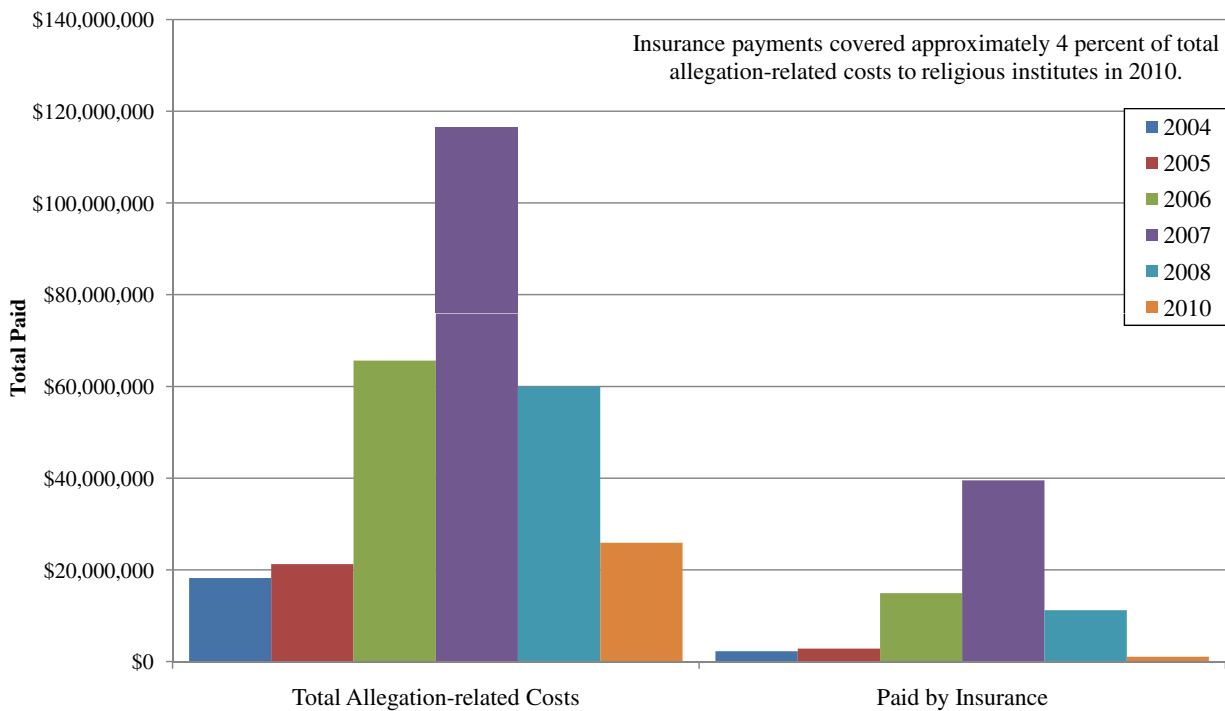
Sources: Annual Survey of Allegations and Costs, 2004-2010

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



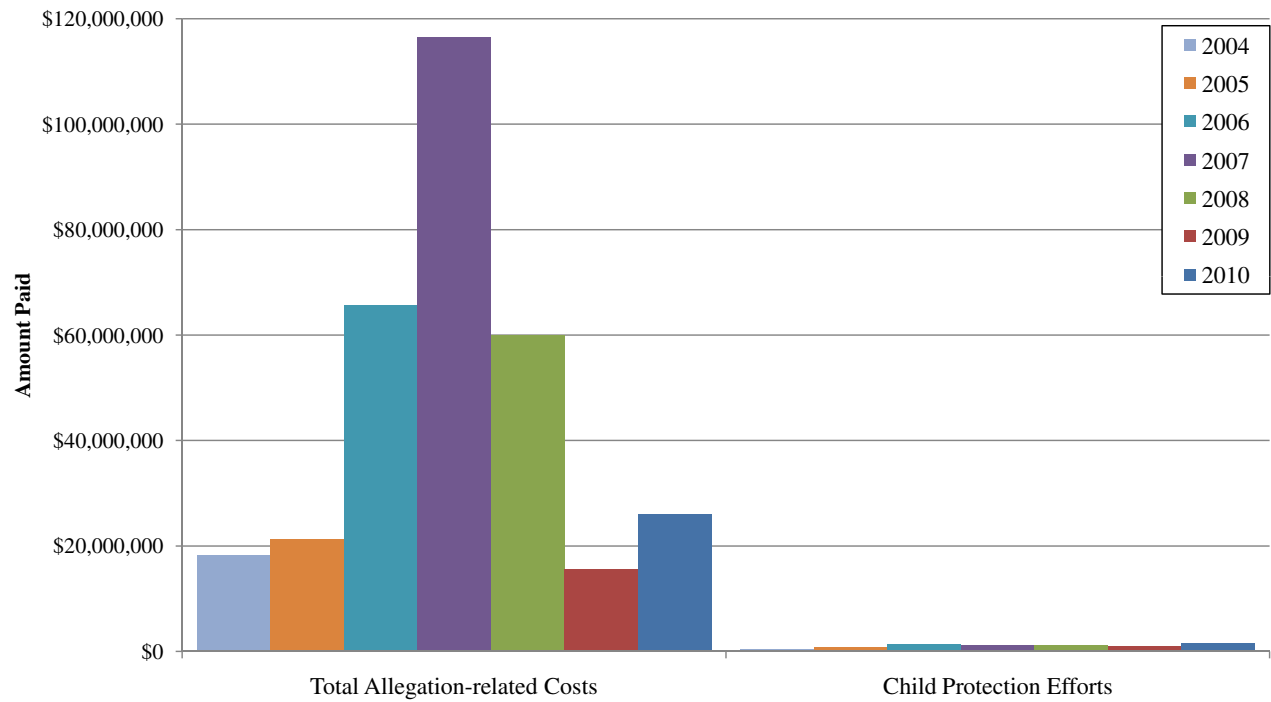
Sources: Annual Survey of Allegations and Costs, 2004-2010

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



Sources: Annual Survey of Allegations and Costs, 2004-2010

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



Sources: Annual Survey of Allegations and Costs, 2004-2010



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 2010. In addition, the tables show the same combined figures for 2004 through 2009 to compare the totals across years.

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 2010. The total number of new allegations and victims reported in 2010 is less than 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 2010 is more than the total reported in 2009 but almost half that reported in 2004. Compared to 2009, the numbers of new victims and new allegations are each down by 2 percent, while the total number of offenders named in those new allegations increased by 17 percent.

Table 6 displays the combined total costs for payments related to allegations, as reported each year from 2004 to 2010.

- The total costs related to allegations increased by 25 percent between 2009 and 2010. These total costs had increased nearly every year between 2004 and 2007 but decreased by 29 percent between 2007 and 2008 and by 72 percent between 2008 and 2009.
- 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. Nearly all the increase in 2010 is attributable to settlements and attorneys’ fees.
- The amount paid for settlements increased by 40 percent between 2009 and 2010. The amount paid for attorneys’ fees increased by 17 percent, while the amount paid for support for offenders and for therapy for victims decreased by 6 and 4 percent, respectively. “Other” costs decreased by 8 percent.

Table 7 compares the total costs for allegation-related expenses and the amount expended for child protection efforts from 2004 through 2010. The total amount spent for allegation-related expenses increased by 25 percent between 2009 and 2010, while the total amount reported for child protection efforts increased by 1 percent between 2009 and 2010.

Table 5. New Credible Allegations Reported: Combined Totals.

	2004	2005	2006	2007	2008	2009	2010	Change (+/-) 2009-2010	Percentage Change
Victims	1083	777	710	689	796	513	501	-12	-2%
Allegations	1092	783	714	691	803	513	505	-8	-2%
Offenders	756	532	448	491	518	346	405	59	17%

Sources: Annual Survey of Allegations and Costs, 2004-2010

Table 6. Costs Related to Allegations: Combined Totals.

	Settlements	Therapy for Victims	Support for Offenders	Attorneys' Fees	Other Costs	GRAND TOTAL
2004	\$106,241,809	\$7,406,336	\$1,869,330	\$36,251,445	\$6,033,891	\$157,802,811
2005	\$399,037,456	\$8,404,197	\$13,669,138	\$41,251,640	\$4,571,041	\$466,933,472
2006	\$277,213,420	\$10,645,739	\$32,268,143	\$75,155,216	\$3,315,176	\$398,597,694
2007	\$526,226,283	\$7,935,438	\$15,445,974	\$60,467,614	\$5,089,380	\$615,164,689
2008	\$374,408,554	\$7,907,123	\$14,226,108	\$35,428,951	\$4,172,461	\$436,143,197
2009	\$63,575,843	\$7,290,853	\$12,526,953	\$32,996,611	\$3,697,736	\$120,087,996
2010	\$88,737,073	\$6,966,920	\$11,774,423	\$38,740,379	\$3,405,385	\$149,624,180
Change (+/-) 2009-2010	\$25,161,230	-\$323,933	-\$752,530	\$5,743,768	-\$292,351	\$29,536,184

Sources: Annual Survey of Allegations and Costs, 2004-2010

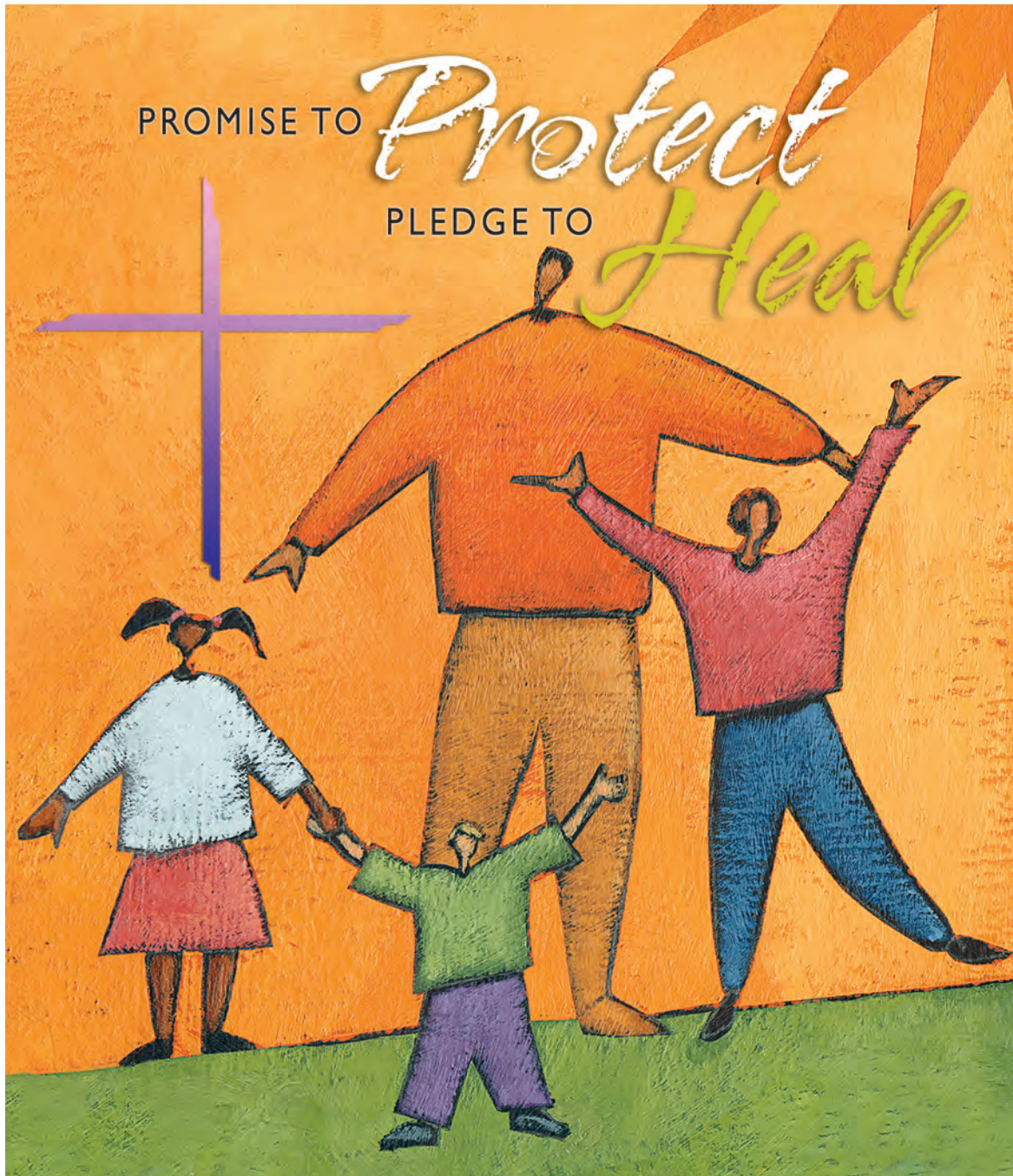
Table 7. Costs for Settlements and Child Protection: Combined Totals.

	Settlement-related Costs	Child Protection Efforts
2004	\$157,802,811	\$20,199,409
2005	\$466,933,472	\$20,054,984
2006	\$398,597,694	\$27,001,731
2007	\$615,164,689	\$22,153,145
2008	\$436,143,197	\$24,558,498
2009	\$120,087,996	\$22,223,022
2010	\$149,624,180	\$22,545,999
Change (+/-) 2009-2010	\$29,536,184	\$322,977

Sources: Annual Survey of Allegations and Costs, 2004-2010

Notes

1. Attorneys' fees include all costs for attorneys paid by dioceses and eparchies in 2010 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 the Recommendations from the 2009 Audit Period

I. SAFE ENVIRONMENT RECORD KEEPING

This remains an issue and is becoming more important every year. Staff turnover and/or budget cuts that shrink personnel has a strong impact on this issue.

2. PARISH AUDITS

There is an increase in dioceses/eparchies both asking for on-site parish audits and doing their own parish audits. This is a good sign.

3. AVAILABILITY OF SAFE ENVIRONMENT MATERIALS

Both during audits and in travel to various dioceses/eparchies, SCYP is finding that there are few diocesan safe environment materials in parishes. These are important to the outreach efforts of the dioceses/eparchies.

4. REGULAR MEETINGS BETWEEN BISHOPS AND MAJOR SUPERIORS

The relationship between bishops and major superiors is misunderstood by many of the faithful. Few make the distinction between diocesan and religious order priests. These issues are compounded when an allegation is reported to the bishop instead of the major superior. Religious orders have a different approach to implementation of the *Charter* and its requirements. These differences need to be recognized and addressed by the major superior and the bishop prior to allegations. Regular meetings can provide the opportunity to review the requirements each have and to reaffirm the process of handling allegations.

5. INTERNATIONAL PRIESTS

As international priests become a larger part of the clergy, diocesan/eparchial officials need to become more knowledgeable about immigration laws and cultural differences of the international priest in order to provide the necessary training to ensure a smooth transition.

CHAPTER SIX

Recommendations from the 2010 Audit Period

RECORD KEEPING

Safe environment record keeping remains a critical issue for dioceses/eparchies. Without a system to record and track who has been trained and who has had a background evaluation, it is impossible to ensure that the people who are required to be trained and have a background evaluation actually have.

Conducting background evaluations is paramount. People who abuse children seek out places where children are, such as sports teams, schools, and playgrounds. Screening employees and volunteers is one way to identify those people who should not be given access to children. Training makes adults aware of the warning signs of offenders as well as the policies, procedures, and codes of conduct of the diocese/eparchy. That knowledge increases the hedge of protection around children.

Accurate record keeping that is periodically reviewed for accuracy is the only way to ensure Articles 12 and 13 are being implemented.

PARISH ACCOUNTABILITY

The role of pastors and parish personnel in implementing diocesan policies and enforcing diocesan procedures cannot be ignored or understated. In several dioceses the inaction of pastors or directors of religious education programs led to Management Letters to the bishop. Pastors must be held accountable for implementing all diocesan policies and procedures that deal with creating safe environments for the children of their parishes.

Dioceses/eparchies need to begin to look at how parishes are implementing diocesan policies and whether that implementation is effective. Abuse occurred at the parish level. It was parish priests—with access to parish children—who committed the abuse.

Prevention programs must be incorporated into the life of the parish. All the diocesan policies in the world will not prevent child sexual abuse if they are not implemented at the parish level. Dioceses/eparchies are encouraged to keep up and improve efforts to audit parishes to ensure the compliance with the *Charter*.

In order to prevent child sexual abuse the requirements of the *Charter* need to be implemented at the parish level. Parents have the right to expect that every parish is doing what it takes to keep their children safe as their bishop promised.

OUTCOME CATEGORIES OF THE INVESTIGATION OF ALLEGATIONS

There is some confusion related to how dioceses/eparchies define the outcome of the investigation of an allegation. Definition terms include *unfounded*, *not credible*, *unsubstantiated*, and *unproven*. Consistent definitions need to be developed to clarify the investigation outcome.

CHARTER DRIFT

The increased number of Management Letters seems to indicate a drift away from the practices and procedures of the past. A number of the Management Letters dealt with Bishop Aymond's memo of March 31, 2006, that requires pastors to verify that the policies and procedures of the diocese are being implemented at the parish level. The memo also requires written opt-out letters from parents choosing not to have their children participate in safe environment training. Though these requirements have been in effect since 2006, eighteen dioceses advised that they were unaware of the requirement and thus failed to get such documentation from pastors.

Other examples of drift include:

- Failing to meet with major superiors of all religious orders in a diocese
- Downsizing, consolidating, or redistributing tasks of the Safe Environment Office, causing some important tasks to be overlooked. The economy seems to have had a compounding effect on this.
- Allowing removed clerics to celebrate public liturgies

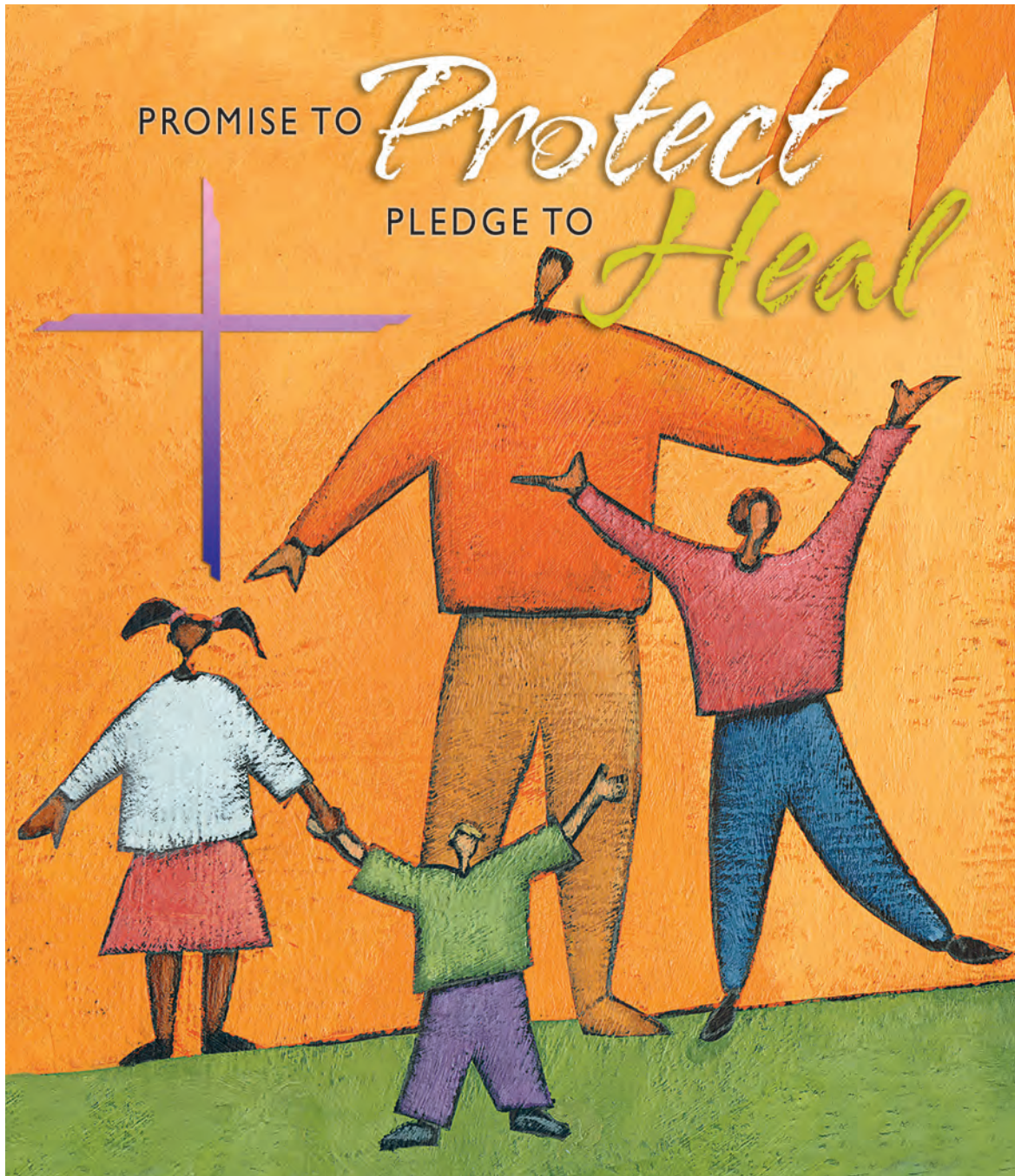
The bishops, priests, deacons, employees, and volunteers have done a tremendous job of keeping their promise to protect and pledge to heal. In eight years they have created a new culture in diocesan parishes and schools—a culture that is now aware of the importance of creating safe environments for children. The Church cannot afford to relax its standards on the implementation of all the *Charter* requirements.

MANAGEMENT LETTER ACCOUNTABILITY

There is no external accountability on behalf of dioceses/eparchies to address the issues articulated in the Management Letters they have received. It is recommended that the subsequent year's audit process specifically follow up on each Management Letter and report those findings to the NRB.

ROLE OF SCYP/NRB AND CHARTER AUDIT RECOMMENDATIONS

It is recommended that the SCYP/NRB keep the Recommendations more in the forefront in an attempt to encourage steps be taken to address the issues identified during the audits, while respecting the governance issues of bishops.



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 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.

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 2010 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, 2010.**

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 are admitted or established after an appropriate process in accord with canon law) are appropriate for inclusion in this survey.

- 428 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, 2010. (Do not include clergy that are members of religious institutes as they will be reported by their religious institutes).
 2 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).

- 221 3. Victim.
 43 4. Family member of the victim.
 8 5. Friend of the victim.
 122 6. Attorney.
 5 7. Law enforcement.
 15 8. Bishop or official from another diocese.
 14 9. Other: _____.

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

- 345 10. Male.
 76 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).

- 84 12. 0-9.
 224 13. 10-14.
 84 14. 15-17.
 34 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> 22 </u> 16. 1954 or earlier. | <u> 56 </u> 21. 1975-1979. | <u> 1 </u> 26. 2000-2004. |
| <u> 29 </u> 17. 1955-1959. | <u> 52 </u> 22. 1980-1984. | <u> 9 </u> 27. 2005-2009. |
| <u> 58 </u> 18. 1960-1964. | <u> 33 </u> 23. 1985-1989. | <u> 7 </u> 28. 2010. |
| <u> 51 </u> 19. 1965-1969. | <u> 10 </u> 24. 1990-1994. | <u> 28 </u> 29. Time period unknown. |
| <u> 64 </u> 20. 1970-1974. | <u> 5 </u> 25. 1995-1999. | |
- 71 30a. Total number of new credible allegations received between January 1 and December 31, 2010 that were unsubstantiated or determined to be false by December 31, 2010.
 25 30b. Total number of credible allegations received prior to January 1, 2010 that were unsubstantiated or determined to be false between January 1 and December 31, 2010.

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.

345 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, 2010.

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).

- _280_ 32. Diocesan priests ordained for this diocese or eparchy.
 16 33. Diocesan priests incardinated later in this diocese or eparchy.
 10 34. Extern diocesan priests from another U.S. diocese serving in this diocese or eparchy.
 12 35. Extern diocesan priests from a diocese outside the United States serving in this diocese or eparchy.
 6 36. Permanent deacons.
 23 37. Other: _____.

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

- _201_ 38. Have had one or more previous allegations reported against them prior to January 1, 2010.
 262 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, 2010 based on allegations of abuse.
 ___5_ 41. Have been returned to ministry between January 1 and December 31, 2010 based on the resolution of allegations of abuse.
 26 42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2010).
 10 43. Remain in active ministry pending investigation of allegations (as of December 31, 2010).

Indicate the total number of alleged perpetrators identified prior to January 1, 2010 that:

- _38_ 44. Were permanently removed or retired from ministry between January 1 and December 31, 2010 based on allegations of abuse.
 ___4_ 45. Were returned to ministry between January 1 and December 31, 2010 based on the resolution of allegations of abuse.
 78 46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2010).
 ___7_ 47. Remain in active ministry pending investigation of allegations (as of December 31, 2010).

COSTS

Indicate the approximate total amount of funds expended by the diocese between January 1 and December 31, 2010 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):

- \$ _70,375,228_ 48. All settlements paid to victims.
 \$ _6,423,099_ 49. Payments for therapy for victims (if separate from settlements).
 \$ _9,931,727_ 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).
 \$ _33,895,944_ 51. Payments for attorneys' fees.
 \$ _3,077,435_ 52. Other (Please include SEC/VAC expenses in item 54): _____.
 _____28% 53. Approximate percentage of the amount in items 48-52 that was covered by diocesan insurance.

\$ _20,954,405_ 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

In the event it is necessary for clarification about the data reported here, please supply the following information:

Name and title of person completing this form: _____

Arch/Diocese: _____ 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 C



*Center for Applied Research in the Apostolate
2010 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, 2010.**

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 are admitted or established after an appropriate process in accord with canon law) are appropriate for inclusion in this survey.

 77 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, 2010. (**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).

- | | |
|--|---|
| <u> 29 </u> 3. Victim. | <u> 0 </u> 7. Law enforcement. |
| <u> 4 </u> 4. Family member of the victim. | <u> 24 </u> 8. Bishop or other official from a diocese. |
| <u> 0 </u> 5. Friend of the victim. | <u> 2 </u> 9. Other: _____. |
| <u> 16 </u> 6. Attorney. | |

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

- 57 10. Male.
 17 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).

- 14 12. 0-9.
 30 13. 10-14.
 27 14. 15-17.
 3 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> 6 </u> 16. 1954 or earlier. | <u> 14 </u> 21. 1975-1979. | <u> 0 </u> 26. 2000-2004. |
| <u> 5 </u> 17. 1955-1959. | <u> 10 </u> 22. 1980-1984. | <u> 0 </u> 27. 2005-2009. |
| <u> 10 </u> 18. 1960-1964. | <u> 7 </u> 23. 1985-1989. | <u> 0 </u> 28. 2010. |
| <u> 7 </u> 19. 1965-1969. | <u> 3 </u> 24. 1990-1994. | <u> 2 </u> 29. Time period unknown. |
| <u> 11 </u> 20. 1970-1974. | <u> 0 </u> 25. 1995-1999. | |

 8 30a. Total number of new credible allegations received between January 1 and December 31, 2010 that were unsubstantiated or determined to be false by December 31, 2010.

 19 30b. Total number of credible allegations received prior to January 1, 2010 that were unsubstantiated or determined to be false between January 1 and December 31, 2010.

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, 2010.

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).

- 52 32. Religious priests of this province assigned within the United States.
 3 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.
 2 35. Religious priests not of this province but serving in this province of the religious institute.
 0 36. Deacon members of the religious institute.
 1 37. Other: _____.

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

- 25 38. Have had one or more previous allegations reported against them prior to January 1, 2010.
 47 39. Are deceased, already removed from ministry, already laicized, or missing.
 1 40. Have been permanently removed or retired from ministry between January 1 and December 31, 2010 based on allegations of abuse.
 0 41. Have been returned to ministry between January 1 and December 31, 2010 based on the resolution of allegations of abuse.
 3 42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2010).
 0 43. Remain in active ministry pending investigation of allegations (as of December 31, 2010).

*Indicate the total number of alleged perpetrators identified **prior to January 1, 2010** that:*

- 12 44. Were permanently removed or retired from ministry between January 1 and December 31, 2010 based on allegations of abuse.
 6 45. Were returned to ministry between January 1 and December 31, 2010 based on the resolution of allegations of abuse.
 9 46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2010).
 0 47. Remain in active ministry pending investigation of allegations (as of December 31, 2010).

COSTS

Indicate the approximate total amount of funds expended by the religious institute between January 1 and December 31, 2010 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):

- \$ 18,361,845 48. All settlements paid to victims.
 \$ 543,821 49. Payments for therapy for victims (if separate from settlements).
 \$ 1,842,696 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).
 \$ 4,844,435 51. Payments for attorneys' fees.
 \$ 327,950 52. Other: _____.
 _____ 4% 53. Approximate percentage of the amount in items 48-52 that was covered by insurance of the religious institute.
 \$ 1,591,594 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

In the event it is necessary for clarification about the data reported here, please supply the following information:

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
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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 website the names and contact information for each diocesan/eparchial VAC. This information can be found at 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	assistance.coordinator@rcda.org
Alexandria	Mary Girard	318-449-8571 318-445-1427	marygirard@bellsouth.net
Allentown	Helen Kelleher	800-791-9209	hkelleher@allentowndiocese.org
Altoona-Johnstown	Sr. Marilyn Welch	814-693-9333	victimadvocate@dioceseaj.org
Amarillo	Belinda Taylor	806-373-5232 800-658-6643 806-372-1092	Wesley@amaonline.com
Anchorage	Rosemary Insley	248-885-2406	rinsley@aol.com
Arlington	Patricia Mudd, A.C.S.W.	703- 841-2530	p.mudd@arlingtondiocese.org
Atlanta	Sue Stubbs	404-885-7459	sstubbs@archatl.com
Austin	Patricia Stankus	512-917-0027	patstankus@realtime.net
Baker	Dr. Angelina Montoya	541-678-5652	Montoyamd@bendbroadband.com
Baltimore	Judy Dobson, LCSW	866-417-7469	assistance@archbalt.org
Baton Rouge	Amy Cordon	225-242-0250	acordon@diobr.org
Beaumont	Becky Richard	409-924-4433	brichard@catholiccharitiesbmt.org
Belleville	Lynn Muscarello	618-212-0050 x1212	lmuscarello@diobelle.org
Biloxi	Sr. Mary Jo Mike, OSF	228-806-5677	
Birmingham	Al Manzella	205-838-8316	amanzella@bhmdiocese.org
Bismarck	Joel Melarvie	701-223-1347	jmelarvie@bismarckdiocese.com
Boise	Melaney Swenson	208-345-6031 x113	mswenson@ccidaho.org
Boston	Barbara Thorp	781-794-2581 x14	Barbara_Thorp@rcab.org
Bridgeport	Erin Neil, L.C.S.W.	203-650-3265	eneil@diobpt.org
Brooklyn	Sr. Ellen Patricia Finn, O.P., M.ed, LMSW	718-722-6050	srepfinn@ccbq.org
Brooklyn Armenian Excharate	Sr. Ellen Patricia Finn, O.P., M.ed, LMSW	718-722-6050	srepfinn@ccbq.org
Brownsville	Walter Lukaszek	956-457-0010(C) 956-784-5066	walukaszek@gmail.com or wlukaszek@cdob.org
Buffalo	Mary Ann Deibel-Braun	716-895-3010	maryann.deibel-braun@ccwny.org
Burlington	Jeanne Bruno	802-658-6115 x1219	jbruno@vermontcatholic.org

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Camden	Barbara Gondek	800-964-6588	
Charleston	Louisa Storen	843-856-0748 800-921-8122	<i>Louisa@catholic-doc.org</i>
Charlotte	David Harold	704-370-3363	<i>dwharold@charlottediocese.org</i>
Cheyenne	Deacon Rolland Raboin	307-532-1571	<i>rraboin@vistabeam.com</i>
Chicago	Tom Tharayil	312-534-8267	<i>ttharayil@archchicago.org</i>
Cincinnati	Sr. Mary Garke	513-421-3131 x2865	<i>mgarke@catholiccincinnati.org</i>
Cleveland	Sister Laura Bouhall, OSU	216-696-6525 x2060	<i>lbouhall@dioceseofcleveland.org</i>
Colorado Springs	Barbara Mahoney, RN, M.A., C.S.	719-633-8182	<i>michaelaandb@msn.com</i>
Columbus	Msgr. Stephan J. Moloney	614-224-2251	<i>smoloney@colodioc.org</i>
Corpus Christi	Stephanie Bonilla	361-693-6686	<i>sbonilla@diocesecc.org</i>
Covington	Margaret M. Schack	859-392-1515	<i>mschack@covingtondiocese.org</i>
Crookston	Louann C. McGlynn	218-637-2010	<i>lmcglynn@crookston.org</i>
Dallas	Mary Edlund	214-379-2819	<i>medlund@cathdal.org</i>
Davenport	Alicia Owens, LBSW	563-349-5002	<i>vacdav@attglobal.net</i>
Denver	Christopher Pond	303-715-3226	<i>Chris.Pond@archden.org</i>
Des Moines	Mary McCoy	515-286-2024	<i>mmccoy@co.polk.ia.us</i> <i>advocate@dmdiocese.org</i>
Detroit	Margaret Huggard	(o)248-548-4044 x3303 Hotline: 866-343-8055	<i>huggardm@cssoc.org</i>
Dodge City	Donna Staab	620-792-2098	<i>donna@cpcis.net</i>
Dubuque	Tom Anderegg, PhD Joan Manternach Hoffman	563-556-1225 866-319-4636	<i>TJABEGG@aol.com</i> <i>jvac@netins.net</i>
Duluth	Tab Baumgartner	218-249-5495	<i>tbaumgartner@slhduluth.com</i>
El Paso	Susan Martinez, LCSW	915-872-8465	<i>smartinez@elpasodiocese.org</i>
Erie	Dr. Robert J. Nelsen	814-871-7723	<i>nelsen001@gannon.edu</i>
El Cajon, Eparchy of St. Peter the Apostle	Fr. Sabri A. Kejbo Neda River Kheloud Allos	619-341-1122	<i>sd.michaels@cox.net</i>
Evansville	Dr. Rebecca Luzio	812-490-9565	<i>rluzio@luzioassociates.com</i>
Fairbanks	Barbara Tolliver	907-374-9500 x116	<i>barb@cbna.org</i>
Fall River	Arlene McNamee	508-674-4681	<i>aam@cssdioc.org</i>
Fargo	Larry Bernhardt	701-356-7965	<i>victimassistance@fargodiocese.org</i>
Fort Wayne-South Bend	Mary Glowaski	260-399-1458	<i>mglowaski@verizon.net</i>
Fort Worth	Judy Locke	817-560-3300 x201	<i>jlocke@fwdioc.org</i>
Fresno	Teresa Dominguez	559-584-4349	<i>tadominguez@sbcglobal.net</i>
Gallup	Diane DiPaolo	C: 505-906-7357 H: 505-863-4538	<i>diane.victimasstcoor.dipaolo@gmail.com</i>
Galveston-Houston	Sr. Maureen O'Connell	713-654-5799	<i>moconnell@archgh.org</i>

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Gary	Steven J. Butera, M.S., LMHC	219-662-7066 ext. 25	sbutera@franciscancommunities.com
Gaylord	Tom Tenerovicz	800-727-5147 x3534 or 989-705-3534	ttenerovicz@dioceseofgaylord.org
Grand Island	Elizabeth Heidt Kozisek	308-382-6565 308-379-1949	BHeidt@gdiocese.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	1-877-270-8174 920-272-8174	afox@gbdioc.org
Greensburg	Msgr. Raymond Riffle Dr. Paul Niemiec	724-837-1840 x655	rriffle@dioceseofgreensburg.org pniemiec@dioceseofgreensburg.org
Harrisburg	Mark A. Totaro, Ph.D.	717-657-4804 x274	mtotaro@hbgdiocese.org
Hartford	Sr. Mary Kelly, CSJ	860-541-6491	srmkelly@aohct.org
Helena	Helen Beausoleil	406-442-4130	helen@cssmt.org
Honolulu	Rev. Khanh Hoang Edwina Reyes	808-533-1791 808-527-4981	khoang@rcchawaii.org edwina.reyes@catholiccharitieshawaii.org
Houma-Thibodaux	Nancy Diedrich	985-850-3129	ndiedrich@htdiocese.org
Indianapolis	Carla Hill	1-800-382-9836 x1548	chill@archindy.org
Jackson	Valeria McClellan, LCSW	601-326-3728	valeria.mcclellan@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 x 246	phall@dioceseofkalamazoo.org
Kansas City, KS	Dr. Dennis Schemmel	913-909-2740	schemmeld@umkc.edu
Kansas City-St. Joseph in MO	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 in Indiana	Timothy Heck	800-533-7018	timothyheck@sbcglobal.net
Lafayette in Louisiana	Sr. Kathleen Farrelly, O.Carm., LSW, SWS	337-298-2987	
Lake Charles	Scott Riviere	337-497-1002	callkidz@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	575-523-7577	sanpatricioretreat@gmail.com
Las Vegas	Ronald Vallence	702-235-7723	assistmin@dioceseoflasvegas.org
Lexington	Nelda Stephens Jackson	859-253-1993 x214	njackson@cdlex.org
Lincoln	Fr. Leo Kosch	402-785-3445	fr.kosch@gmail.com
Lithuanian Catholics outside Lithuania	Sheryl Stapleton		

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Little Rock	Drs. George and 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 or 906-474-9102	regroves@chartermi.net johnsonpj@ironbay.net
Memphis	Shari Lee	901-652-4066	sharileelcsw@bellsouth.net
Metuchen	Gina Criscuolo LCSW	908-722-1881	gcriscuolo@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, MSC, Ph.D.	504-861-6253	srcarmelita@archdiocese-no.org
New Ulm	Chris Loetscher	507-359-2966	cloetscher@dnu.org
New York	Deacon George J. Coppola Sr. Eileen Clifford, O.P.	917-861-1762 212-371-1000 x2949	victimsassistance@archny.org
Newark	Wendy Pierson	201-407-3256	piersonwe@rcan.org
Newton (Greek-Melkite)	Rev. Daniel Munn	706-738-5623	
Norwich	Mary Sweeney	1-800-624-7407 860-889-4455	
Oakland	Sr. Glenn Anne McPhee, O.P.	510-267-8334	gmcphree@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	Dr. Rita Collins-Faulkner	800-364-3064 714-985-1512	AMC@rcbo.org
Oregon Province of the Jesuits	Colleen Wagner, LCSW	509-939-9140	cwagner@nwjesuits.org
Orlando	Heidi Peckham, LMHC	407-246-4866	hpeckham@orlandodiocese.org
Our Lady of Deliverance of Newark of the Syrians	Dr. Mufid Al-Najaar, M.D.	201-583-1067 248-642-3388	frsyriac@aol.com

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Our Lady of Lebanon of Los Angeles for Maronites	Rev. Peter Karam	216-781-6161	<i>peterkaram10@aol.com</i>
Owensboro	Rita Heinz	270-683-1545	<i>rita.heinz@pastoral.org</i>
Palm Beach	Terry Fretterd	561-801-0999	<i>tfretterd@cardinalnewman.com</i>
Parma (Byzantine Eparchy of)	Dr. Sharon Petrus	330-958-9630	
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	1-888-800-8780 215-587-3880	<i>kbecker@adphila.org</i> <i>lhagner@adphila.org</i> <i>jcransom@adphila.org</i> <i>mmarshal@adphila.org</i>
Philadelphia for Ukrainians	Andriy Rabyi	(c) 267-303-8041	<i>ukrchildprotection@catholic.org</i>
Phoenix	Paul Pfaffenberger, MA, LAC	602-354-2396	<i>ppfaffenberger@diocesephoenix.org</i>
Pittsburgh	Rita E. Flaherty	412-456-3060 Toll Free Hotline: 1-888-808-1235	<i>rflaherty@diopitt.org</i>
Pittsburgh, Byzantine Rite	Sr. Barbara Jean Mihalchick	724-438-7149 c:724-322-8787	<i>sbjm45@yahoo.com</i>
Portland in Maine	Carolyn Bloom Deacon John Brennan	207-782-1051 207-650-0492 or 207-321-7836	<i>cbloomlcsw@gmail.com</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	Ms. Jayne Mazur, MS, MSW	719-544-4233 x115	<i>jmazur@pueblocharities.org</i>
Raleigh	Kathleen Walsh	1-866-535-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@cccovfa.org</i>
Rochester	Barbara Pedeville	585-328-3228 x1215	<i>pedeville@dor.org</i>
Rockford	Mr. John McCoy	(c) 815-988-6717	<i>vnkwoodside@comcast.net</i>
Rockville Centre	Eileen F. Puglisi, M.S., P.D.	516-678-5800 x573	<i>epuglisi@drvc.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>

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Salina	Ann Kresin	785-825-0865	reportabuse@salinadiocese.org
Salt Lake City	Colleen E. Gudreau	801-328-8641 x344	SafeEnv@dioslc.org
San Angelo	Lori Hines	325-374-7609	haedu61@verizon.net
San Antonio	Steve Martinez	210-734-7786 1-877-700-1888	Smartinez@archsa.org
San Bernardino	Sr. Rosaline O'Connor	909-855-2296	roconnor@sbdioocese.org
San Diego	Msgr. Steve Callahan	858-490-8310	scallahan@diocese-sdiego.org
San Francisco	Barbara Elordi	415-614-5506	elordib@sfarchdiocese.org
San Jose	John Dudley, MSW	408-983-0141 (emergency line) 408-983-0113	protection@dsj.org
Santa Fe	Annette Klimka	505-831-8144	aklimka@archdiosf.org
Santa Rosa	Julie Sparacio	707-566-3308	jsparacio@srдиоocese.org
Savannah	Rosemary Downing	912-925-6169	dow925@comcast.net
Scranton	Joan L. Holmes	570-344-5216	joan_holmes@verizon.net
Seattle	Denise Aubuchon	1-800-446-7762	denisea@seattlearch.org
Shreveport	Glenda Lawson, LPC, LMFT	318-294-1031	glendalawso81240@bellsouth.net
Sioux City	Angie Mack	712-279-5610	macka@mercyhealth.com
Sioux Falls	Jean Lorang	1-800-700-7867 605-988-3776	jlorang@sfcatholic.org
Spokane	Roberta Smith	509-353-0442	rvsmith@dioceseofspokane.org
Springfield in Illinois	Patricia Kornfeld	217-321-1155	pkornfeld@dio.org
Springfield in Massachusetts	Patricia Finn McManamy	413-452-0624	p.mcmanamy@diospringfield.org
Springfield-Cape Girardeau	Dr. Kathleen Griesemer John Kreymer, Psy.D. DAPA	417-848-4601 417-597-3755	psychit2me@hotmail.com
St. Augustine	Judy Pinson Ann Crowder	904-262-3200 x129	jpinson@dosafll.com
St. Cloud	Roxann Storms	320-248-1563	rstorms@gw.stcdio.org
St. George in Canton (Romanian Eparchy of)	Carol Ann Gall	330-995-4185	
St. Josaphat in Parma (Ukrainian Catholic Diocese of)			
St. Louis	Carol Brescia, LCSW Deacon Phil Hengen	314-792-7704	breshinmo@aol.com PHengen@archstl.org
St. Maron of Brooklyn for the Maronites	Rosanne Solomon	781-828-5183	rosannesolomon@gmail.com
St. Nicholas in Chicago for Ukrainians	Serge Michaluk	773-733-3312	sergemichaluk@gmail.com
St. Paul and Minneapolis	Greta Sawyer	651-291-4497	sawyer@archspm.org

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
St. Petersburg	Marti Zeitz	866-407-4505	mzeitz@ccdosp.org
St. Thomas, VI	Sr. Victoria Andreoli, R.G.S.	340-713-8724 340-690-0312	goodshep@viaccess.net
St. Thomas the Apostle (Southfield, MI)	Janan Senawi	248-351-0440	janansenawi@yahoo.com
Stamford (Ukrainian Catholic Diocese of)	Rev. Ihor Midzak	203-324-7698	vicargeneral@optonline.net
Steubenville	Msgr. Kurt Kemo	740-282-3631	kkemo@diosteub.org
Stockton	Sr. Barbara Thiella	209-466-0636 x602	Bthiella@stocktondiocese.org
Superior	Cathy Koerpel Gary Nelson	715-369-2676 715-363-2623	
Syracuse	Nuala Collins	315-470-1465	ncollins@syrдио.org
Syro-Malabar - Eparchy of St. Thomas of Chicago of the Syro-Malabar	Dr. Oommen Joseph	630-964-2151	ojoseph27@yahoo.com
Toledo	Frank DiLallo	419-243-2150	fdilallo@toledodiocese.org
Trenton	Msgr. Walter Nolan Maureen Fitzsimmons	609-921-0505 732-747-9660	wnolan@stpaulofprinceton.org mfitzsimmons@cctrenton.org
Tucson	Michael Ponce	520-623-0344 x1006	michaelp@ccs-soaz.org
Tulsa	Quentin Henley	918-585-8167 x104	qhenley@catholicchariestulsa.org
Tyler	Rev. Gavin M. Vaverek	903-266-2159	promoter@dioceseoftyler.org
Van Nuys for the Ruthenians (Byzantine Eparchy of)	Rosemarie Ludwig, PhD	480-338-8788 602-997-1550	rstussy@cox.net
Venice	Barbara DiCocco	941-416-6114	bdicocco@aol.com
Victoria	Rev. Gary W. Janak Sr. Emilie Eilers, IWBS	979-543-3770 361-575-7111	pastor@stphilipapostle.org eeilers72@yahoo.com
Washington	Marcia Zvara	301-853-5379	mzvara@adw.org
Wheeling-Charleston	Dr. Patricia M. Bailey, Ph.D.	304-242-6988	trishabw@aol.com
Wichita	Victoria Jackson	316-200-5951	vjackson14@att.net
Wilmington	Peggie McLaughlin	302-656-0651	mmclaughlin@ccwilm.org
Winona	Rev. James P. Steffes	507-858-1240	jsteffes@dow.org
Worcester	Frances Nugent	508-929-4363	fnugent@worcestardiocese.org
Yakima	Janet Ericson	888-276-4490	jerickson@cfcyakima.org
Youngstown	Nancy L. Yuhasz	330-744-8451 x235	nyuhasz@youngstowndiocese.org

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 website: 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	joyce.tarantino@rcda.org
Alexandria	Pam Delrie	318-445-6424 x213	pdelrie@diocesealex.org
Allentown	Sr. Meg Cole	610-289-8900 x222	mcole@allentowndiocese.org
Altoona-Johnstown	Sr. Donna Marie Leiden	814-693-1401 x145	dleiden@dioceseaj.org
Amarillo	Deacon Blaine Westlake	806-383-2243 x117	bwestlake@amarillodiocese.org
Anchorage	Jennifer Michaelson	907-297-7736	jmichaelson@caa-ak.org
Arlington	Rev. Terry Specht Andrew Riley	703-841-2529 703-841-3808	T.Specht@arlingtondiocese.org a.riley@arlingtondiocese.org
Atlanta	Jennifer Broel	404-978-2765	jbroel@archatl.com
Austin	Emily Hurlimann	512-949-2447	emily-hurlimann@austindiocese.org
Baker	Peggy Buselli	541-388-4004	peggy@dioceseofbaker.org
Baltimore	Alison J. D'Alessandro Jerri Burkhardt	410-547-5348 410-547-5368	adalessandro@archbalt.org jburkhardt@archbalt.org
Baton Rouge	Amy Cordon	225-242-0202	acordon@diobr.org
Beaumont	Paul Thomas	409-924-4315	pthomas@dioceseofbmt.org
Belleville	Lynn Muscarello	618-212-0050 x104	lmuscarello@diobelle.org
Biloxi	Dr. Mike Ladner Mr. Leo Trahan Mr. Bragg Moore	228-702-2129 228-702-2133 228-702-2141	glader@biloxidiocese.org ltrahan@biloxidiocese.org bmoore@biloxidiocese.org
Birmingham	Donald J. Schwarzhoff	205-838-8301	dschwarzhoff@bhmdiocese.org
Bismarck	Joel Melarvie	701-223-1347	jmelarvie@bismarckdiocese.com
Boise	Bob Fontaine	208-342-1311 x 5155	bfontaine@rcdb.org
Boston	Robert Kelley	617-746-5996	bob_kelley@rcab.org
Bridgeport	Erin Neil	203-416-1406 203-650-3265	eneil@diobpt.org
Brooklyn Armenia Excharate	Very Rev. Raphael Andonia	617-489-2280 203-650-3265 (C)	raphael@andonian.org
Brooklyn	Maryellen Quinn	718-281-9670	mquinn@diobrook.org
Brownsville	Walter Lukaszek	c: 956-457-0010 956-464-4898	walukaszek@gmail.com or wlukaszek@cdob.org
Buffalo	Don Blowey	716-847-5532	safekids@buffalodiocese.org
Burlington	Jeanne Bruno	802-658-6110 x1219	jbruno@vermontcatholic.org
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Dubuque	Carol Gebhart	563-556-2580 x227	<i>dbqcopc@arch.pvt.k12.ia.us</i>
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Kalamazoo	Margie Haas	O: 269-903-0171 C: 269-838-3392	mhaas@dioceseofkalamazoo.org
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Little Rock	Teri Tribby	501-664-0340 x313	ttribby@dolr.org
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Monterey	Sr. Patricia Murtagh	831-373-4345 x221	srpmurtagh@dioceseofmonterey.org
Nashville	Deacon Hans Toecker	615-783-0765	hans.toecker@dioceseofnashville.com
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New Ulm	Sr. Candace Fier, ISSM	507-359-2966	safe_environment@dnu.org
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Norwich	Karen Caise	860-848-2237 x212	ose@norwichdiocese.net
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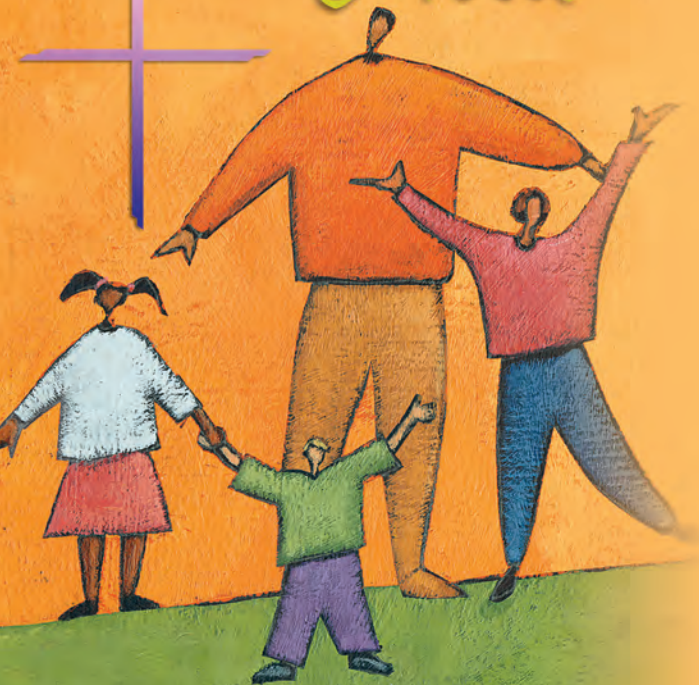
DIOCESE	SAFE ENVIRONMENT PROGRAM COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
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St. Nicholas in Chicago for Ukrainians	Serge Michaluk	773-733-3312	sergemichaluk@gmail.com
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St. Thomas, VI	Callista Julien	340-774-3166 x203 340-774-0201	saendir@yahoo.com
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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.

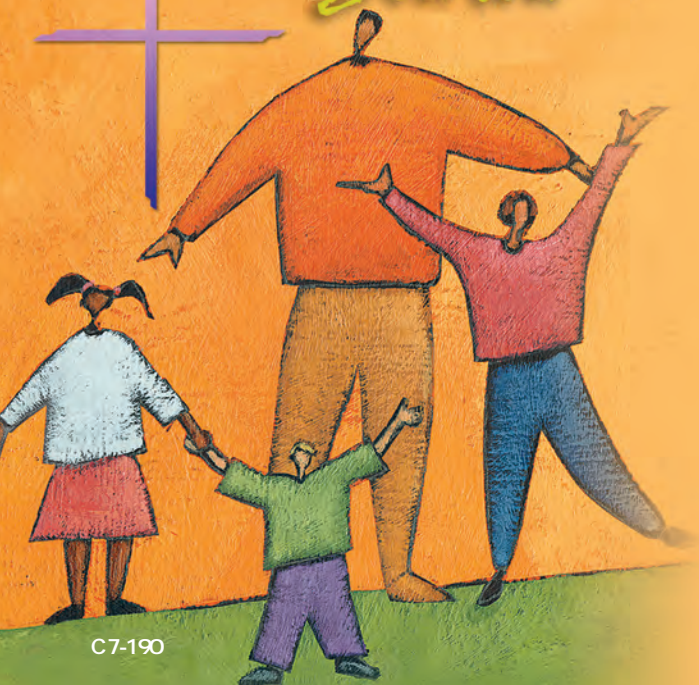
Holy Spirit, comforter of hearts,
heal your people's wounds
and transform our brokenness.
Grant us courage and wisdom, humility and grace,
so that we may act with justice
and find peace in you.
We ask this through Christ, our Lord. Amen.

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 cúbrenos 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.