



DIOCESE of  
MANCHESTER



## Restoring Trust and Protecting God's Children:

20 Years of Child Protection Measures in the Catholic Church of New Hampshire



*Since 2001, the Diocese of Manchester has tirelessly committed to ongoing training, prevention programs, and transparency efforts to keep children and teens safe in our parishes, schools, and camps. Child abuse prevention programs and policies have become an integral facet of Church life today as the Diocese of Manchester strives to provide a safe environment to keep all God's children safe.*

### Diocese of Manchester | Timeline of Child Safety Measures

1993

First diocesan Policy on Sexual Misconduct is promulgated by the bishop.

2001

- **Training** of all clergy and adults who work with minors begins. Diocese of Manchester is a pilot diocese for Protecting God's Children, a live training program for adults that covers how to prevent abuse and recognize, report suspicions.
- **Delegate for Ministerial Conduct** position is established to oversee safe environment policies, ensure that allegations are reported to the civil authorities.
- **Victim Assistance Coordinator** position is established to provide pastoral care of victim-survivors and their families.
- Formal process for **financial settlements with victims** of abuse is established.

2002

- Diocese publishes list of 20 priests credibly accused of sexual abuse.
- **Diocesan Review Board** convenes to advise the bishop on matters relating to the sexual abuse of minors. The DRB is composed of primarily lay persons who are experts in their fields.
- US Bishops sign the **Charter for the Protection of Children and Young People**.
- Bishop of Manchester enters into a **settlement with Attorney General's Office**; agrees to allow the office to audit the diocese.

2003

*Promise to Protect, Pledge to Heal* Policy for the Protection of Children and Young People and *Serving Christ, Serving Others* Code of Conduct are promulgated by the bishop.

2004

- **Safe Environment Coordinators** are appointed at all parishes, schools, and diocesan camps.
- **Background checks** begin to be conducted on all clergy and adults who work with minors.
- **Safe Environment Council** is established.



*"My work as an SEC is a very tangible way I can help protect the future of the faith I love."*

- Jennifer Campbell (Safe Environment Coordinator)

## Diocese of Manchester | Timeline of Child Safety Measures *(continued)*

- 2005** Safe environment training for children and teens begins. Programs used through the years include Safe and Sound All Around, Circles of Care, and Netsmartz.
- 2006** Safe Environment Office of the diocese is established to assist parishes and schools in implementing safe environment policies and procedures.
- 2011** Training of adults moves to an online format. Programs used through the years include Not on My Watch, Shield the Vulnerable, and Safe Haven by Catholic Mutual Group.
- 2015** Diocese begins to emphasize appropriate boundaries as a means of prevention. Develops lessons, workshops, and materials for parents and adults in ministry.
- 2017** Diocese becomes an alpha site for the USCCB's High Reliability Organization initiative.
- 2019** Diocese publishes *Restoring Trust* website which lists the names, assignments, and status of clergy accused of sexual abuse of a minor since 1950.

### Today by the Numbers: Working Together

It takes many people working together to maintain strong safe environment programs. At any given time, there are more than 4,000 employees and volunteers working with minors in our parishes, schools, and camps. In addition to our pastors, principals, and camp directors, the following people are instrumental in working to ensure the safety of children and youth in our diocese:

- More than 100 Safe Environment Coordinators
- 7 Diocesan Review Board members
- 2 trained investigators
- 1 Victim Assistance & Pastoral Care Coordinator
- 1 Delegate for Ministerial Conduct
- 3 Safe Environment Office Staff

### Safety by the Numbers



**38,700**

adults trained in safe environment measures.



**35,600**

background checks completed on employees, clergy, or volunteers.



**16,900**

students per year have been taught personal safety lessons, since 2006.



**35 VISITS/YR.**

Site visits are conducted at all parishes, schools and camps to check compliance. All sites are visited at least once every four years with an average of 35 visits per year.



**\$370,000**

provided in counseling services for victim survivors, families, and others affected by abuse.



**\$29 MILLION**

provided in financial compensation to victims. These financial settlements were paid from insurance policies, a specific non-restricted insurance fund, diocesan savings, and diocesan investment income. No parish or school funds were used in these settlements.

### Lessons Learned

1. Victims of abuse often take years to come forward
2. Training everyone who works around minors helps to prevent abuse
3. Conducting initial screening serves as a deterrent to those who wish to harm minors
4. One of the most helpful things we can do for victims is to listen
5. Healthy relationships are fostered when adults model good boundaries
6. Working together we can prevent abuse from happening
7. Healing is possible