

Name: Ray, James M.

Dept: Priests Interim Salaries



ARCHDIOCESE OF CHICAGO EMPLOYEE/STAFF PERSONAL DATA VERIFICATION FORM PRIEST - RELIGIOUS - LAY

In an effort to better utilize our database, please review your **personal profile** listed below and update/correct any information as you see appropriate.

Also, please provide your **Home Phone Number** and **Emergency Contact** information where indicated and return your form to **Human Resources** no later than **Monday, October 25**th.

We thank you for your assistance!

==PROFILE==				
Dept: Priests Interim Salaries	SSN:			
Name: Ray, James M.				
Home Address: City, State, Zip Code: Marital Status: S Birthdate: (S=Single; M=Married; D=Divorced) Veteran: N	ender: M Disability: N			
HOME TELEPHONE NUMBER : ()				
= = EMERGENCY II	VFORMATION = =			
CONTACT NAME:				
ADDRESS:				
CITY, STATE, ZIP CODE:				
PHONE #:				
RELATIONSHIP:				
NOTE: IF WE DO NOT RECEIVE YOUR UPDATES, WE WIL	L CONSIDER YOUR PROFILE IS CORRECT.			

Rev. James M. Ray

assistant Liaison for Catholic Health Ministry CARE

721 N. LaSalle Drive

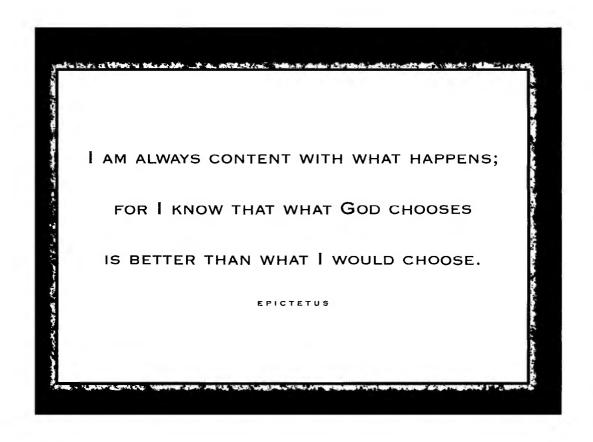
Chicago, Illinois 60610

312-655-7445

"BLESSED IS THAT MAN THAT MAKETH THE LORD HIS TRUST." PSALM 40.4

Dear Tom, I just want to thank you one again for your assistance in getting permission for me to do the funeral of Diocese of Portland, Oragon. My and her family were very appreciative that I could be there and do the funeral for them and although the Diverse of Rockford will not let me do a wedding then next fune Ids appreciate your efforts in thying to get me pumission Take care, and again Thank you.

COMMITMENT 28 (HARACTER



To 117 Date 5/10/94	Time P.M.	<u>C</u>
WHILE YO	II WERE OUT	
Pho TELEPHONED	PLEASE CALL	,
CALLED TO SEE YOU	WILL CALL AGAIN	
WANTS TO SEE YOU RETURNED YOUR CALL	URGENT	
Message	to the marry	W
Hastert W	auto to kin	D. W
Marke	- Meda	-
th.	Operator W. J. J.	-
НОР	-,,-,,	

Office for Child Abuse Investigations and Review
737 N. Michigan Ave., Suite 900
Chicago, Illinois 60611
(312) 751-5205
INDIVIDUAL SPECIFIC PROTOCOLS
For
Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office for Child Abuse Investigations and Review, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Director of the Office for Child Abuse Investigations and Review (Director). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

This ISP for Rev. James Ray is as follows (Director to initial all that apply):

1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18-without the presence of another responsible adult.

2.

4. (V) The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site

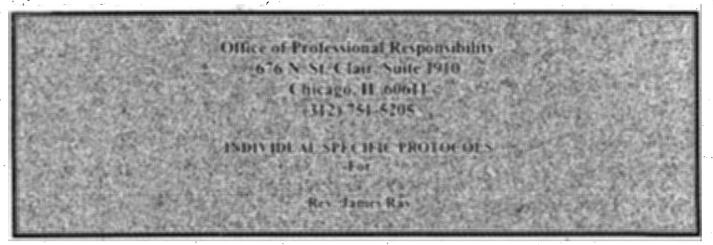
The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site supervisor. The log is a tool that is used for the protection of minors, the cleric, the on-site supervisor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.

. (() Abide by the assignment of residence to Cardinal Stritch Retreat House, Mundelein, IL.

6. (Must complete and submit the "Travel/Vacation Agreement, the Agreement, prior to a scheduled departure. In the event of a location, the Archdiocese is required to notify the Ordinary of that processes the contract of the processes are also as the contract of the processes are also as the contract of the contract of the processes are also as the contract of the con	prolonged stay in a particular		
7.				
8.	No inappropriate use of computers, software, Internet capabilities, etechnology. The standards articulated in the <i>Policies and Proc Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> apply a personnel.	edures of the Archdiocese of		
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.			
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').			
11.	On-site visits by the Director and the VP annually to include a meet	ing with the cleric.		
This Individual Specific Protocol is to be reviewed annually with the Director, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his on-site supervisor, the Director, and the VP. The cleric, his on-site supervisor, the Director, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the independent Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.				
I have reviewed, understand, and agree to all of these individual specific Protocols.				
Signed	ned:Date:			
Printed	nted Name:			
Signat	nature of VP: Date:			

Additional, written notations appended to this document? yes

(Revised 4/5/07)



The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

This ISP for	KON James Ray	is as follows	(PRA to initial all that a	pply):
	ent is restricted from being alcout the presence of another re	,	hat is anyone under the	age of
2.				
3.				
4. / <u>W</u> TI	he "Clergy Daily Log" to be co	ompleted on a daily basis and	co-signed by the monito	or. The

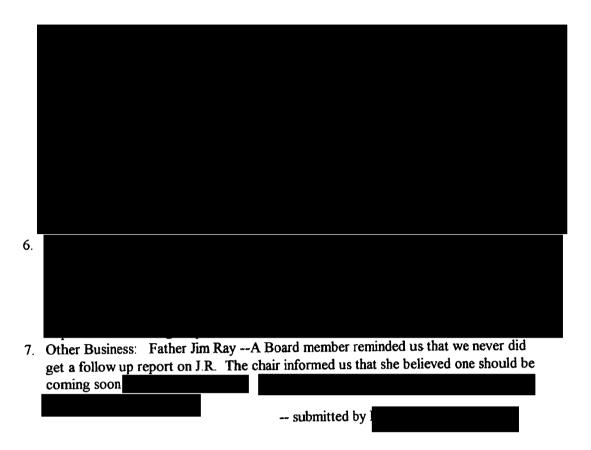
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5. (W) Abide by the assignment of residence to <u>Cavamal Stvitch Retreat House</u>

6. -	Must complete and submit the "Travel/Vacation Agreement, prior to a scheduled departure. In the event of location, the Archdiocese is required to notify the Ordinary of the	of a prolonged stay in a particular		
7.				
8.	No inappropriate use of computers, software, Internet capabilititechnology. The standards articulated in the <i>Policies and F Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> appropriate use of computers, software, Internet capabilities technology.	Procedures of the Archdiocese of		
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament of Sacramental without the prior, written permission of the Vicar for Priests.			
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').			
11.	On-site visits by the PRA and the VP annually to include a meet	ting with the cleric.		
can be parties consul VP ca review	Individual Specific Protocol is to be reviewed annually with PRA e additional, written notations tailored to the needs of a specific s and appended to this document. Any change or alteration latation with the cleric, his monitor, the PRA, and the VP. The can initiate the discussion for change or alteration, or request that the wed by the Professional Responsibility Review Board. At the disand/or canonical counsel of the cleric may be involved in the discussion.	situation which are signed by all n to this agreement will involve leric, his monitor, the PRA, or the his Individual Specific Protocol be iscretion of any of the parties, the		
I have	e reviewed, understand, and agree to all of these individual specifi	c Protocols.		
Signe	d: I	Date:		
Printe	ed Name:			
Signat	ture of PRA:	Date:		
Signat		Date:		
Addit	tional, written notations appended to this document? yes	по		

Minutes of the Professional Fitness Review Board

Members present:
Others present: Rev. James Kaczorowski – Vicar for Priests
Members absent:
Others absent: Ms. Kathleen Leggdas and Rev. Thomas Paprocki.
 began the meeting with a prayer. The minutes were reviewed
3.
4.
5.



CARDINAL STRITCH RETREAT HOUSE P.O. BOX 455 MUNDELEIN, IL 60060-0455



Francis Cardinal George. O.M.I. Archbishop of Chicago P.O. Box 1979 Chicago, IL 60690

Your Eminence,

I humbly ask, Your Eminence, a dispensation from all obligations arising from priestly ordination. I was born in Evanston, Illinois on 24 January, 1949. I was ordained a priest on 14 May, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois.

As you know, I was removed from parish ministry 15 November, 1991. I worked at Catholic Charities of the Archdiocese for ten and a half years and was allowed to do a limited amount of public ministry. In the past six and a half years I have not been allowed to do any public ministry. For my own spiritual and emotional welfare I request this dispensation.

Please be assured of my continued prayers for you and the ministry of our Archdiocese.

Respectfully yours,

James∕M. Ray

Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, IL 60611 (312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOLS For

Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

	13 307 and 372).
This	ISP for <u>Four James Ray</u> is as follows (PRA to initial all that apply):
1.	The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult
2.	
3.	Continued regular Spiritual Direction with the suggested frequency of times per week/month (please circle one) as recommended by (name of spiritual director). Attendance to Spiritual Direction is to be reflected on "Clergy Daily Log" forms.
4.	The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the cleric, the monitor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.
5.	Abide by the assignment of residence to <u>Cavalmal Styltch Retreat House</u>

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9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.			
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').			
11.	. On-site visits by the PRA and the VP annually to include a meeting with the cleric.			
This Individual Specific Protocol is to be reviewed annually with PRA, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the Professional Responsibility Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.				
I have reviewed, understand, and agree to all of these individual specific Protocols.				
Signed	i:	Date:		
Printed Name:				
Signat	ure of PRA:	Date:		
Signat	rure of VP:	Date:		
Additi	onal, written notations appended to this document? yes	no 🗌		
(Revised 1/XII/04)				

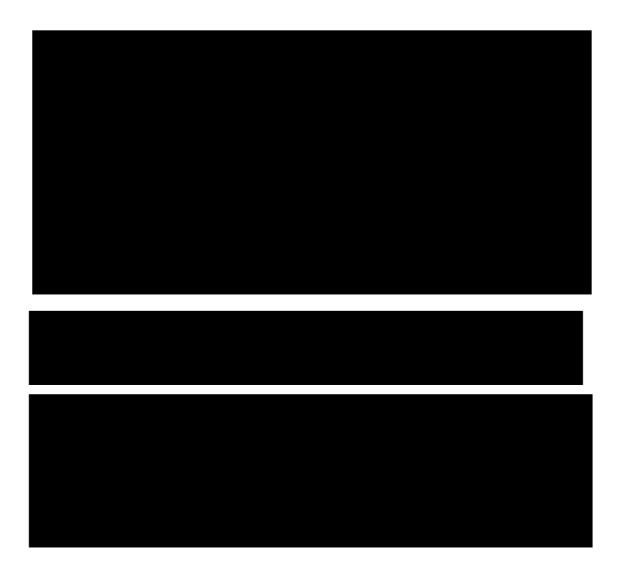
TRAVEL/VACATION NOTIFICATION

NOTE: This form must be submitted to PRA three weeks prior to planned departure In event of an emergency need, contact PRA or Vicar for Priests to discuss travel

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NA	ME OF PRIEST	Rev. Jam	es Ray - Decree 09/30/04	
I.	EDUCATION/APTITUDE VOCATIONAL ASSESSMENT			
2.	DESCRIPTION OF PHYSICAL CONDITION			
3.	DESCRIPTION OF MENTAL CONDITION			
4.	Monitoring	has been compliant WI all requested monitoring protocols and (both presently & metorically) - see attached; 11/17/04 (D)		
5.	VICTIM STATEMENTS	Su attached V-S sheet		
6.	OTHER FACTORS			
Po	SSIBILITIES FOR RESIDENCE		POSSIBLE WORK OPPORTUNITIES	SUGGESTED SUSTENANCE (SALARY, ETC.)

In a file review three males who reported being sexually abused by Father Jim Ray. Following is there names and their age at the time of the abuse: age 11-12, and age 12-18. Additionally as indicated below there appears to have been an additional three named males that Jim Ray may have masturbated. The common theme within these three formal allegations of sexual abuse was that Jim Ray became close to their families Then Jim Ray physically touched them inappropriately by having them sit on his lap which over time lead to him giving them back rubs that eventually went lower." Each of the victims reported that while sitting on his lap or during the back rubs they "felt his (Jim Ray's) erect penis." The back rubs became mutual and also lead to mutual masturbation. The three above named victims abuse started at age 10, 11 and 12 respectively and when on for a number of years. While all three named victims think others may have been sexually abused by Jim Ray in Also according to a memo from Kathleen Leggdas, Professional Fitness Review Administrator dated October 12, 1999 reporting on a meeting with wrote "Jim Ray recounted a pilgrimage to Medjugorie where he met a paraplegic who asked him (Jim Ray) to masturbate him which he (Jim Ray) admittedly did." According to the same memo Jim Ray had at the same time told subsequent lightening of restriction placed upon him as a result of the allegation. This was before discussed his personal sexual abuse by Jim Ray with anyone. In a memo dated May 21, 1990 Fr. Ray Goedert wrote in part that "while at St. Anastasia (1975-1982) Jim Ray met was a teenager at the time perhaps 16-18 years old. and Jim would engage in giving each other back rubs, then proceed lower to the buttocks and eventually mutual masturbation." Two of the victims reported that they would sleep at the rectory



CLERGY DAILY LOG

The Office of Professional Responsibility, pursuant to Article §1104.4.3, is responsible to "monitor programs for treatment, rehabilitation or supervision of clerics" The Individual Specific Protocol for: James Ray (Cleric Name)				
Administrator at the end	of each month for revi	ly activities. The iew. Include the print if it is appropria	"log" is completed <u>daily</u> and submitted to the place, the purpose of visit/trip/activity (i.e. Spiritual ate. Please remember that this tool is intended to	
TIME	PLACE	TELEPHONE (If appropriate)	PURPOSE	
7:00 - 8:00 A.M.				
8:00 - 9:00				
9:00 – 10:00				
10:00 - 11:00				
11:00 – 12:00				
12:00 – 1:00 P.M.				
1:00 – 2:00				
2:00 – 3:00				
3:00 – 4:00				
4:00 - 5:00				
5:00 - 6:00				
6:00 – 7:00		, , , , , , , , , , , , , , , , , , , ,		
7:00 - 8:00		1000		
8:00 - 9:00				
9:00 – 10:00				
10:00 – 11:00				
11:00 – 7:00 A.M .				
	(Client Signature:	Date:	
	Mo	onitor Signature:	Date:	
		Date Received: _		
Rev 7/15/03	A dministr	ative Signature		

SUMMARY TIME LINE OF ALLEGATION

ACCUSED

ACCUSER

Name:

Rev. James Ray

Address:

Cardinal Stritch Retreat House

Mundelein, IL

Date of Birth:

Current age:

Name of civil attorney:

N/A

N/A

Date of Ordination [of accused]:

Location:

Mundelein

Age at ordination:

26

Assignment location of accused:

N/A

Status of accused:

Withdrawn from ministry

Name of canonical advocate:

Rev. Michael P. Joyce, CM

Date allegation received:

10/11/99

Date allegation formalized: 10/12/99

Date of initial incident of alleged abuse: 1976

Date of last incident of alleged abuse: 1982

Approximate number of incidents of alleged abuse: numerous

Brief summary of alleged abuse: Fr. Ray clothing; was allowed to sta	touched ay overnight with Fr. Ray	genitals under			
Brief summary and date of response from accused: 10/22/99					
Stage of disposition by Review Board: 11/99—review by Review Board determined that Fr. Ray was not to be alone with minors without a responsible adult present					
Additional allegations made by accuser:	None				

ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser:
Date of Birth:
Current age:
Name of civil attorney:
Date allegation received: 5/21/90
Date allegation formalized:
Date of initial incident of alleged abuse:
Date of last incident of alleged abuse:
Approximate number of incidents of alleged abuse:
Brief summary of alleged abuse: Allegation made by victim's attorney in letter written to diocese
Brief summary and date of response from accused:
Stage of disposition by Review Board: this matter did not go before the Review Board; however it was substantiated by an Administrative Review as the Review Board was not established until 1992
Additional allegations made by accuser: None

Victim Statement Abstract

This abstract supplements a memorandum to file, prepared by the Office of the Vicar for Priests in the early 1990s, recording the history of allegations made against Fr. James Ray and the Archdiocesan response to those allegations. The memorandum describes abuse alleged by Victim JS, which occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions. The memorandum also details the alleged abuse reported by Victim JT, consisting of a single incident of alleged abuse that occurred at the St. Anastasia rectory in approximately 1974 or 1975.

Vicar for Priests

§ 45 North Michigan Avenue

3 Suite 543

Chicago, IL 60611

Dear Father:

Recently my fiancé and I were the recipients of some disturbing news. The priest who was to officiate our marriage ceremony was informed by the Archdiocese of Chicago that he would not be allowed to serve mass for this occasion.

The priest I am referring to is Father James Ray.

When I met my life was in turmoil. My parents had just finalized a very messy divorce. The world my siblings and I had known all our lives had just come crashing down on us. There was no stability or harmony in our universe. Rather than embracing religion at this time of chaos, I turned against it. I felt that a God who was praised as being "all loving" would not have allowed this destruction to happen to my family. I displaced my anger and blamed God. Church had no meaning to me anymore.

Then I met Father Jim. He calmed me down and helped me to analyze the course of events rationally. When the pain of the divorce subsided, our focus switched to religion. He took the time to explain to me the teachings of the Church (which were only marginally addressed in the small lowa farm town where I grew up). We discussed my faith life and what it meant to me. He was kind and generous, never demanding or pushy. He welcomed me with open arms into my own religion. He gave me knowledge. I discovered so much about Catholicism that I had never known before. It was as if an entirely new world had opened up to me - one of acceptance and fulfillment. The vold that had been in my life had slowly been filled. And I owed that to Father Jim; my teacher and friend.

It is for these reasons (any many more) that I want Father Jim to officiate our marriage ceremony. He represents to me all that the Church stands for: love, compassion, and forgiveness. He is more than a member of the Clergy. He is a member of my family. It would be devastating to us if he were not able to perform the marriage.

I understand that you have concerns regarding his personal situation. I hope you understand that Jim has always been honest with us about his struggle; just as he has been honest with all the people he serves. We are not in a position to condemn Father Jim; we do not have the authority to pass judgement on him. Instead we, as well as many others, have turned to our religion for guidance in dealing with this situation. We feel love, compassion, and forgiveness for Jim, just as God does for us. I know of no person who condemns him, not even the people of Saint Peter-Damien.

If you are concerned about the affitudes of the Saint Peter-Damlen patisticioners who will be attending the wedding, let me put your mind to ease. We have discussed this with them: They are all hoping that he will be allowed to celebrate this sacrament with us in an official capacity. If you are still unsure about permitting him to perform the mass, please allow us the opportunity to call these people once again and have them personally contact you to discuss the matter in greater detail.

I implore you, Father, please reconsider your decision to allow Father Jim to perform our marriage ceremony. It would mean the world to us. If you have any questions about this matter, please feel free to contact me. I would be happy to discuss this with you further.





ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

To Whom It May Concern:

has asked me to write a letter of recommendation for Fr. James Ray who he asked to officiate at his wedding. Fr. James Ray is a priest of the Archdiocese of Chicago and Cardinal Bernardin has asked me to request permission for him to officiate at the wedding at in Dubuque, Iowa. I would ask you to grant him the necessary faculties for this ceremony. Thank you for your consideration.

Rev. John F. Canary Vicar for Priests CATHOLIC CHARITIES

JOB	ANAL	YSIS
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JOB NUMBER:

Ef	f	ct	14	/	Da	t e	:
							_

Recommended 1)-----

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AREA _051

Approved: Seur W Cour Division Manager

Director of

(Administration)

Employee Services

Job Title:

Program Director

2. Position Title:

Liaison for Catholic Health Care

- 3. Basic Functions: Provides ongoing relationship to Catholic Hospitals, Health Care activities, and Catholic entities involved in delivery of health services. Establishes communication for ongoing activities, surfacing issues, maintains systematic avenues for consultations. Provides for collection of data which can be moved toward policy and/or decision making. Provides leadership to vitalize Catholic Health Ministry.
- 4. Output Factors: Maintains communication with Hospital Administration and Sponsors directly and through CHAMC (Catholic Hospital Alliance of Metropolitan Chicago). Participates in meetings of CHAMC and individual Hospitals. Convenes monthly meetings of lenders of Catholic Health Care Givers. Assists in developing systematic relationships between chaplaincy groups, pastoral services and parishes. Provides contact with congregational sponsorships in collaboration with Vicars for Religious. Attends national and regional Catholic Health Convening as needed. Collaborates with other Archdiocesan agencies and offices in developing ministry, e.g. AIDS Ministry, Parish/Hospital Committees, etc.
- Special Factors: N/A
- 6. a. Reports to: Director for Human Services
 - b. Supervises: N/A
- 7. Position Grade: N/A
- 8. Specifications

Preferred

Minimum

a. Education

Masters Degree

B.A.

b. Experience

5 years in Catholic Ministry licensed

2 years in Catholic Ministry

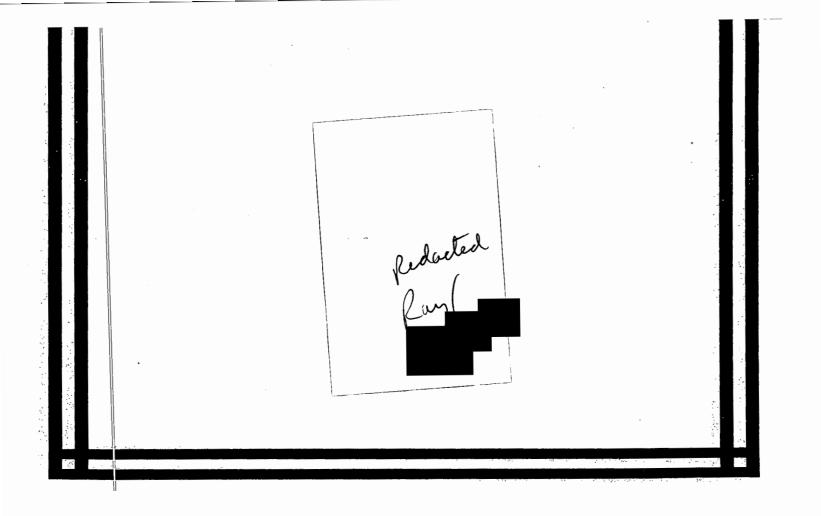
minister

openness to license

- 9. Position Responsibilities:
 - a) Policy and Program: Assumes responsibility to assess situation and then develops goals and objectives. Develops draft of policy for approval and implementation.

Continued on Back

- b) Program Execution and Decision Making: Arranges schedule around need to implement program. Collaborates with and confers with others in the Archdiocese to effect completion of goals. When necessary initiates intervention and provides follow through.
- c) Client Relationship: Has little individual or patient contact, rather provides referral to appropriate resources.
- d) Utilization and Control of Human Resources: Develops collaborative relationships with all participants and resources effectively. Directs support staff to assist program.
- e) Utilization and Control of Physical and Financial Resources: Maintains files and records on appropriate material. Responsible for office equipment and furniture. Conforms to agency financial policy. Responsible for Annual budget.
- f) Contacts and Public Relations: Maintains agency standard on public relations and public information. Acts as public representative of the Archdiocese and Catholic Health Ministry. Participates in public affairs and convening as requested and appropriate.



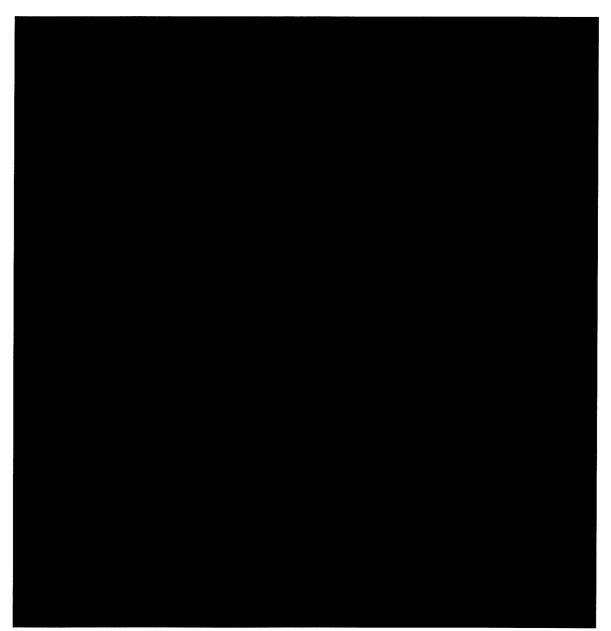
Archdiocese of Chicago Priest Vitae Card

James M. Ray Born: Ordained: 05/14/1975 Died: Ethnicity:

Attached

Assignment	Position	Begin Date	End Date
St. Anastasia Parish (Waukegan)	Associate Pastor	05/14/1975	06/08/1982
St. Peter Damian Parish (Bartlett)	Associate Pastor	06/08/1982	06/13/1989
Transfiguration Parish (Wauconda)	Associate Pastor	06/13/1989	11/22/1991
Hospital & Health Affairs	Staff	11/22/1991	06/25/2002
	Laicized	01/23/2012	

Extraordinary Appointments:



REVEREND JAMES RAY is an Associate Administrator of Catholic Charities as serves as a liaison within our services to the Health Ministries.



WHILE YOU WERE OUT M J. GUGHLIA OF PHONE () (4) - 183 URGENT! L'ELEPHONED DEPOSECAUL WILL CALLAGAIN CALLED TO SEE YOU RETURNED YOUR CALL MESSAGE: 1990 In his 20's when he was 12. Transportants touch ore clothers Superior to comme juiled, Just not almost home. OPERATOR OPERA	
OF PHONE () (C) - 1837 URGENT! LELEPHONED LARSECALL WILL CALL AGAIN CALLED TO SEE YOU WANTS TO SEE YOU RETURNED YOUR CALL MESSAGE: 1930 In his 20'S when he was 12. Thinks Relationship or a lotton Wants to compare results. Due not actual have. OPERATOR NOTES: 2nd paramine to work act Charles gave paramine to work act Charles paramine to work act Charle	TO JUST LINE LACK DATE / L
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Office of the Chancellor 312/787-2315

ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

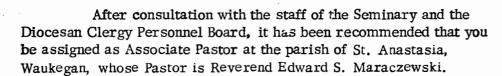
CHICAGO, ILLINOIS 60690

April 8, 1975



Dear Deacon Ray:

Upon recommendation of the Seminary staff, and under the direction of His Eminence, Cardinal Cody, I am pleased to call you to the Order of Priesthood, to be ordained on May 14, 1975, for service in the Archdiocese of Chicago.



In accordance with the procedure set up by the Personnel Board, arrangements are being made for you to consult with the Pastor and his staff before your formal appointment is announced (after ordination) by the Cardinal (Canon 476).

I am happy to have the opportunity to express my congratulations to you and to welcome you to the priesthood we will share in service to the Archdiocese of Chicago.

Wishing you an abundance of blessings at Easter time, and with all good wishes, I am

Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer CHANCELLOR

cc:

Reverend Edward S. Maraczewski, Pastor









Office of the Chancellor 312/787-2315

ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

April 8, 1975

G

Reverend Edward S. Maraczewski, Pastor St. Anastasia Rectory 624 Douglas Avenue Waukegan, Illinois 60085

Dear Father Maraczewski:



As you will note in the attached letter to Rev. Mr. Ray, who is to be ordained to the priesthood on May 14, 1975, by Cardinal Cody, it has been recommended by the Seminary staff and the Diocesan Clergy Personnel Board to assign him to you and your parish as Associate Pastor, in accord with Canon 476.



He will be consulting with you, under the direction of the Personnel Board, before formal announcement of this appointment (after ordination) is made by the Cardinal.

Wishing you every blessing of a joyous Easter season, I am



Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer CHANCELLOR

cc: Reverend Mr. James M. Ray



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979 CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 14, 1975



Reverend James M. Ray St. Mary of the Lake Seminary Mundelein, Illinois 60060



Dear Father Ray:

In accordance with Canon 476, 3, and following the recommendation of the Diocesan Clergy Personnel Board, it gives me great pleasure to appoint you as Associate Pastor to the Reverend Edward S. Maraczewski, Pastor, St. Anastasia parish, Waukegan.



Likewise, I am happy to grant to you the ordinary faculties of the Archdiocese of Chicago, valid from today until revocation.

Your appointment as Associate Pastor is effective immediately. Arrangements are to be made with the Pastor about the time that you are to take up your duties after your vacation.



Wishing you every blessing and priestly success in your first pastoral assignment, I am, dear Father Ray,

Very truly yours in Christ,

Archbishop of Chicago

Chancellor

cc: Rev. Edward S. Maraczewski, Pastor, St. Anastasia parish.

ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 21, 1982

Reverend James M. Ray St. Anastasia Rectory 624 Douglas Avenue Waukegan, Illinois 60085

Dear Father Ray:

In accordance with Canon 476, and following the recommendation of the Diocesan Clergy Personnel Board, I am pleased to appoint you Associate Pastor to the Reverend Jerome G. Klug, Pastor, St. Peter Damian parish, Bartlett.

This appointment is effective June 8, 1982, but I would ask you to make arrangements with the Pastor about the exact date when you will assume your new duties.

Wishing you every blessing and priestly success in your new pastoral assignment, I am,

Sincerely yours in Christ,

Very Reverend John R. Keating

Administrator

JRK: ag

cc: Rev. Jerome G. Klug

Rev. Edward S. Maraczewski

bcc: Angela Punzi -- For TCC, week of _____; NOTICES; Priest's Personal File.

POST OFFICE BOX 1979 CHICAGO, ILLINOIS 60690

Office of the Archbishop

June 5, 1989

Dear Father Ray:

In light of the recommendation of the Diocesan Priests' Personnel Board, I hereby appoint you as Associate Pastor to the Reverend Byron Maher, Pastor of Transfiguration Parish, Wauconda. This appointment is effective June 13, 1989. 4440

Please speak with the pastor regarding the necessary arrangements and also consult with him to formulate a letter of agreement and job description in accord with the Senate guidelines regarding personnel. A copy of this agreement and job description should be sent to the Priests' Personnel Board by June 30, 1989.

During these past few weeks, you most likely have received many comments from the parishioners regarding the important contribution you have made to the parish. I am confident, too, of their appreciation and gratefulness for your presence and efforts. Know of my own gratitude as well for all you have done at the parish.

As you begin this next assignment you have my prayers. I am confident you will receive a warm welcome at your new parish. May your care, comfort and concern invite the people to live the Gospel more fully and be brought closer to the Lord.

With cordial good wishes, I remain

Sincerely yours in Christ,

Sept Carl Bernardin

Kenneth Velo Ecclesiastical Notary

cc: Reverend Jerome Klug
Reverend Byron Maher
Diocesan Priests' Personnel Board

TRANSFIGURATION CHURCH

310 WEST MILL STREET WAUCONDA, ILLINOIS 60084 312-526-2400

June 16, 1989

With an awareness of a call to Mission and in a spirit of respect for persons and mutual accountability, this agreement is between the Reverend Byron Maher, Pastor of Transfiguration Parish, and the Reverend James Ray, who agrees to accept this position of Associate Pastor of Transfiguration Parish for the period of five years, beginning in June, 1989 and ending in June, 1994.

Both Pastor and Associate Pastor agree to fulfill their responsibilities as described in the attached job description, and recognize their accountability to the Pastor/Administrator of Transfiguration Parish and the Archbishop of Chicago.

Reverend James Ray is entitled to the salary and benefits of an Associate Pastor as outlined by the Archdiocese of Chicago.

6-23-89

date

Ujer Mr. M. M. M. M. Signature of pastor

signature of associate pastor

JOB DESCRIPTION

The Associate Pastor is expected to share in the general day-to-day work and activities of the parish and to help the pastor fulfill his mission to the spiritual, sacramental, and temporal needs of the parish.

Specific areas of involvement for the Associate Pastor at Transfiguration Parish include being moderator of the Altar and Rosary Sodality, training altar servers and eucharistic ministers, periodic visits to school classrooms and the CCD program, participate in the preparation sessions for parents of those children making First Reconciliation and First Holy Communion, sharing in our ministry to the local hospital and nursing home, assist in planning liturgies and paraliturgies.



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

T0: File (R. Goedert)

DATE: May 29, 1990

RE: James Ray



2. Jim also raised another question. Because of the opening at Transfiguration, some of the rumors have had him being made the pastor. Evidently it's not going to be on open listing, and from what Jim has heard, the Cardinal will probably make a direct appointment. Jim wanted to know what he should do if, in fact, his name should be mentioned. I told Jim that I presume that if either the Cardinal or Personnel Board has it in mind to appoint him, they would certainly have to ask Jim beforehand. I told him to simply decline, using whatever reasons he wished to. But that he should not take any high profile position at this time. The family involved is quite angry and if they thought that the Church was not taking the charge seriously and actually promoted Jim in the face of this information, that might be enough to trigger a law suit.

Page 378



D. FIRST READING:

St. Patrick, Lemont: The Board discussed the candidates for the

pastorate of St. Patrick's.

MOTION: 8-0

That the Board disavow the first reading for

St. Patrick's/Lemont.

Ray Cusack nominates

MOTION: 8-0

Approval of the nomination.

Don Nevins nominates James Ray '75.

<u>MOTION</u>: 8-0

Approval of the nomination.

Mike O'Connell nominates

MOTION: 8-0

Approval of the nomination.



Page 6 of 11

Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

June 4, 1990

Rev. James Ray Transfiguration Parish 310 West Mill Street Wauconda, Illinois 60084

Dear Jim,

I just wanted to commend you for your cooperation and the honesty you have manifested in what must be a very difficult situation for you. I can only encourage you to continue to be as open as possible

Hopefully, Jim, no legal action will ensue. As a precaution, however, I can't emphasize enough the importance of keeping away from the Bartlett area to the extent possible and avoiding all contact with this individual and his family. I also remind you of the mandate that I gave you when we first met -- namely, that you should avoid being in the company of minors (under 18 years of age) unless another adult is present. For your own protection, if you must be a part of any activity that involves minors, please be sure that there is at least one other adult chaperone present.

I know that this can be a very scary and threatening experience for you, Jim. I will do my best to walk you through it, but don't hesitate to call if you have any questions or just want to ventilate.

With prayers, Jim, I remain

Fraternally yours,

Rev. Raymond Goedert

Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

800 NORTH CLARK STREET, SUITE 311

CHICAGO, ILLINOIS 60610

MEMORANDUM OF AGREEMENT

- I, James Ray, as evidence of my good faith and sincere desire to be cooperative with the Archdiocesan authorities, freely accept the following conditions and will abide by them until such time as the same Archdiocesan authorities determine otherwise:
- 1. Under pain of suspension, I will refrain from being in the company of any and all minor children, under the age of 18, without another adult being present; and if such eventuality does occur, I will take leave of that child immediately.
- 2. While in my assignment at Transfiguration Church in Wauconda, Illinois, I will be under the direct supervision of the pastor, Rev. William Zavaski.
- 4. I fully agree that my pastor, Rev. William Zavaski, is free both to initiate and to respond to requests for information, consultation, etc., with the Vicar for Priests.

the vical for Friests.

- 5. It is understood that the supervisor is expected to report any and all violations of this agreement to the Vicar for Priests. In addition, it is expected that Fr. Zavaski will report to the Vicar for Priests from time to time with respect to Fr. Ray's compliance with this agreement.
- Fr. Ray has carefully read and understands this agreement. He acknowledges that he has received no oral or written direction that in any way creates any exceptions to the agreement. He agrees to comply fully with the letter and spirit of this agreement, and it is understood that any violation of this agreement is a serious matter that will be weighed heavily in determining Fr. Ray's ability to continue to minister.

The undersigned agree to the foregoing.

30 October 1920	av. James M. Ray
Date	Rev. James Ray
30 October 1940	Res. William & Javaski
Date	Rev. William Zavaski, Pastor and On-Site Supervisor
30 Octobre 1990	Voy lain Hacket
Date	Rev. Raymond Goedert, Vicar for Priests



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Rev. Patrick O'Malley

FROM: Rev. Andrew McDonagh

DATE: Nov. 5, 1991

RE: Fr. Jim Ray

- 1. I called Fr. Zavaski to check on a report from Ralph Bonacoursi who talked to Dr. Elaine Schuster who had conferred with the principal of Transfiguration School. According to our first report, the principal had stated that Fr. Ray was taking children "out" and that he was around the children with a "touchytender" approach.
- 2. Fr. Zavaski told me that he, Fr. Ray and Bishop Goedert met a year ago. The whole case was reviewed and it was understood that Jim would not be in the presence of children without another adult being present.



Nov. 6, 1991

- 1. I talked to Elaine Schuster (from Washington D.C.). She told me she called 7 principals yesterday after consulting with Ralph. She told them that a priest in this given parish situation should not be alone with minors. In talking to Sr. at Transfiguration, she found that Sr. likes Fr. Jim and says he is wonderful with the children. She wonders about the way he hugs and touches the older boys -- not indicating sexual touches but she does wonder about some.
- 2. She said she had Fr. Jim counsel some of the children. According to Fr. Zavaski, that was done prior to last year's conference with Bishop Ray, Jim and Fr. Z. Fr. Z says Jim has been exemplary during the 1.3 years Fr. Z. has been pastor.
- 3. I explained to Fr. Z that the Commission is making recommendations in concert with Advisory Committee. I told Fr. Z. that I would as for a review of charges against Fr. Jim. Fr. Z asked for a meeting with either Vicars or Advisory Committee or Commission.
- 4. I told Fr. Z that the Vicar's office staff are very concerned that the priest's rights be observed. To that end, I would like to suggest, if I may, some comparisons with regard to other cases under consideration.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Nov. 17, 1991

RE: James Ray

1. On Nov. 11, 1991, the Cardinal, Pat O'Malley, Bishop Goedert, Andrew McDonagh met with James Ray, Associate at Transfiguration parish.

2. The Cardinal went over the facts of his case. Jim was deeply affected by the news that he would have to leave Transfiguration. He is beloved out there and loves the place and Bill Zavaski. He will leave the parish by Nov. 15, 1991. (He did so report to Sr.

- 3. The Cardinal reiterated that he would want Jim to function as a priest in some specialized ministry. There would have to be an announcement.
- 4. Jim said he had felt betrayed when the DRE and the Principal were called before he had a chance to tell them. The Cardinal apologized but explained the kind of deadlines we were operating under. There was some discussion that he could leave by the following Monday and thus be able to say good-bye to the people. This would have to be worked out with Bill Zavaski -- eventually it was decided it would be on Friday.

His Eminence Joseph Cardinal Bernardin Archdiocesan Pastoral Center 155 East Superior Chicago, IL 60611

Your Eminence:

It was with great sadness that I heard the news of Father Jim Ray's departure from our parish. I wrote to you three years ago when decisions were being made regarding our former pastor's tenure; and at that time I wrote of the extraordinary faith of the people of Transfiguration. For 150 years our small parish has travelled a long and faithful journey filled with great triumph, great joy, as well as great sorrow. Three years ago you listened to our needs and sent us a wonderful man of faith, Father Jim Ray. He taught us how powerful our love is and showed us how to better use that love for each other. We will never forget what he did for us and what he challenged us to become. You listened to us again a year later and sent us a new shepherd, Father Bill Zavaski. His spirit, his leadership, his charisma have energized our community and has helped us face the future.

I thank you for having listened, but now I ask you to listen once more. Listen to the pain, listen to the hurt, listen to the real voices from the pews. Next Sunday, November 24th, our parish will celebrate its 150th Jubilee, and you have been invited to celebrate with us. Please do not stay away now! Do not get conveniently sick or have a more urgent engagement. You may hear bitterness, you may feel anger, you may endure sadness, but you will experience real people dealing with heartfelt feelings. I know that in your position it is difficult to hear and know what the faithful are thinking. I know that you rely on your priests to be the conduit to the people. This situation and others like it needs a different approach. The priesthood that you know and love is in desperate straits. Vocations are more difficult to call forth because the role of priest/leader has become more confused and more misunderstood. I believe that the next generation of priests will rise from the people and will be nurtured and blessed by those they will serve. The people must be led to see that it is their baptism that calls them forth, and they alone are responsible for their own journey and for the journey of others in their community. Priests will come and go, but the people remain. The message of Christ remains even though the messenger may fail.

As for Father Jim I have serious concerns about the entire situation. I have three children, two teenage boys and a twelve year old girl. They loved Father Jim and are deeply hurt and confused by his loss. As a father I worry about them, and I ache for them. If the charges about Father Jim were indeed true, then I resent the fact that he was placed in a situation that could have put my children at risk and cause great harm to him as well. If the charges against Father Jim were false, then every effort should have been made to clear his name and to stand up for what is right. I have been a principal of a Catholic elementary school for the past eighteen years, eleven of which were in the Archdiocese of Chicago. I am well aware of the dangers associated with sexual abuse among our children. Innocent lives have been shattered, and it is imperative that the truth be known. It is no longer an option that the Catholic church remain on the sidelines. Our faith is being attacked on all sides, and unless we begin to stand up for what we believe in and acknowledge and deal with our sins, our failings, we will indeed be the lost tribe of Israel. Don't send us people like Father Jim and then rip him away from us. If there were questions about his past or his ability to serve, then he should not have been sent to us in the first place. But he was sent, and he served us well and faithfully, and now the people are told that it was all a mistake. But no wake will be held, no body to grieve over, no chance to say good-bye, farewell, God speed. The active faithful will overcome, but the marginal Catholic or the just returning Catholic will say, "It's the same old church," or "Same old story."

Please do not keep repeating the same old mistakes, stop putting your head in the sand and please start listening to your people. Trust us, we are not naive, we are strong. We love the message of Jesus, but sometimes we do not understand or love or believe in the structure that the church has become.

Come to the jubilee and be the shepherd of our troubled and saddened parish.

Sincerelva

c: Bishop John Gorman
Bishop Raymond Goedert
Reverend Patrick O'Malley
Reverend William Zavaski

Victim Statement Abstract

This abstract replaces a memorandum prepared by Fr. Patrick O'Malley, Vicar for Priests for the Archdiocese of Chicago, dated November 20, 1991, summarizing a phone call he received from Victim JT. During the conversation, Victim JT disclosed a single incident of alleged abuse by Rev. James Ray. The incident occurred at the St. Anastasia rectory in approximately 1974 or 1975, and involved Ray bouncing Victim JT on his lap for Ray's sexual gratification.

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690

Card. Bernardi

(312) 751-8230 Fax (312) 337-6379

November 22, 1991

Dear Jim:

I appreciate how difficult our meeting last week must have been for you. It was very difficult for me as well. I am grateful for your cooperation and your move

At this time, I must formally end your assignment as Associate Pastor of Transfiguration Parish, Wauconda. Decisions about your future ministry will depend on the outcome of and the recommendations that will come to me from the Vicar for Priests and my Advisory Committee.

Jim, be assured that you have a special place in my daily prayers and that I will do everything possible to help you.

With cordial good wishes, I remain

Sincerely yours in Christ,

Archbishop of Chicago

Reverend James M. Ray

chicks

cc: Rev. William J. Zavaski

_ bc: Rev. Patrick J. O'Malley

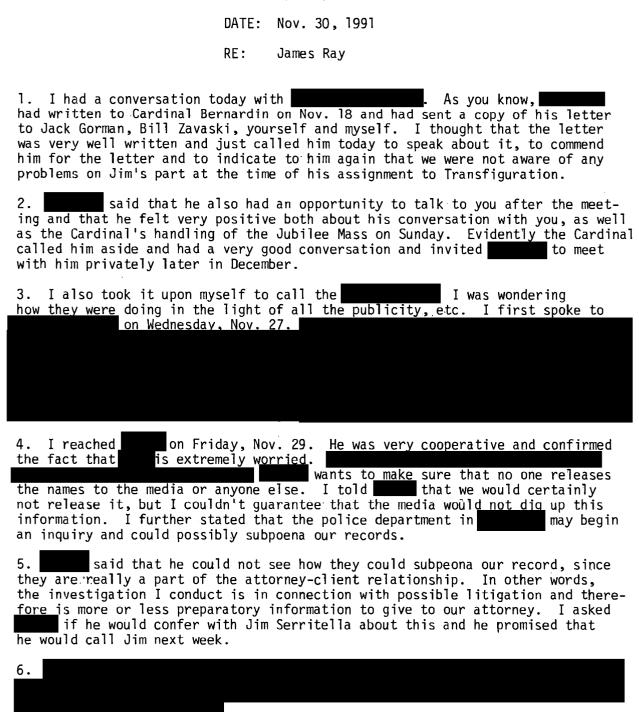
Rev. Kenneth Velo



VICAR FOR PRIESTS
800 NORTH CLARK STREET, SUITE 311
CHICAGO, ILLINOIS 60610

TO: Rev. Patrick O'Malley

FROM: Bp. Raymond Goedert



Victim Statement Abstract

This abstract supplements a memorandum prepared by Bishop Raymond Goedert, to Fr. Patrick O'Malley on November 30, 1991, in part, detailing Goedert's conversation with a relative of Victim JV. Per the memorandum, Victim JV's relative told Goedert that Victim JV was terrified of his name becoming public in connection with his allegation against Fr. James Ray.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Dec. 18, 1991

RE: Jim Ray

1. Jim Ray came to see me this afternoon. He had asked if he could look through his entire file. I told him that I would allow him to look through his file, but that I had removed two reports from the file.

Secondly, the report by phone from

a young man named What I did with that report was I whited out all identifying characteristics.

- 2. I felt that Jim had a right to know what was in his files within our restrictions of confidentiality.
- 3. At the end of the meeting, I asked Jim if he wanted to write up his description of what happened and put it in the files as his statement. He said he would think about that and would probably do it.
- 4. While we were here, I then discussed possible role in the future with Catholic Charities. He was to contact Ed Conway and he did so right after he left here.
- 5. We talked about a wedding that he wanted to perform on April 4 at St. Peter Damian -- good friend of his. I told him that I would check it with the Advisory Board but that my immediate reaction was that we wouldn't want him to do that at St. Peter Damian.
- 6. He asked then if the wedding was moved to another place, would he be able to do it. I said that's a real possibility -- a parish at which he would not be known.
- 7. He also asked about the possibility of going on a ski vacation with this friend of his who's 25 years old. He would be out west skiing and would be joined by a family who has a young boy, a teenage boy. I reminded Jim about
- 8. I also told him that he was not to be in the presence of anyone under 21 without another adult being present. So that if he found himself in the presence of this young person without another adult, he would have to excuse himself and he agreed to that.

INDIVIDUAL SPECIFIC PROTOCOL

FOR JAMES RAY

I have reviewed, understand, and agree to all requirements of The Residence Protocol, and the following items:

1) Unaccompanied out-of-house privileges include the following:

- Tuesday, Thursday, Saturday
- Monday
1 Day (12 hours) each week to be with family
Social events (lunches, dinners, movies, shopping, etc.) - every

- 2) Visitation by previously approved visitors can only occur at room 404,all visitors must sign in and out at the Community Room.
- 3) Any contraband materials/i.e.,alcohol,VCR's, pornography/ can be confiscated.
- 4) Cannot leave boundaries of Archdiocese / Lake County, Cook County/.
- 5) Attendance at all activities and the specific names, addresses, time and telephone numbers regarding resident's must be entered on the individual itinerary.
- 6) It is resident's responsibility to be reachable at any given time. Resident is accountable for his own time and is required to support his attendance at social events with physical proof/i.e., movie ticket, receipt from restaurant, etc./. If such proof cannot be provided, resident is required to call the residence staff member from the place of destination. The telephone number from where the call has been made will be verified by a staff member. Unlisted, unpublished and mobile telephone numbers will not suffice. A 72 hour restriction to the Residence will result if resident not reachable after three attempts. Unsuccessful attempts to reach resident at the given number will be followed by writing a memorandum. Such a memorandum will be kept on file at the violations, copies of original memoranda will be forwarded to the Archdiocese Vicar for Priests and
- 7) No one under the age of eighteen is permitted to be at the Residence unless prior approval has been received from the Residence Executive Director, and the Archdiocese Vicar for Priests or designate. Meetings with minors, in and out of the Residence can take place only in the presence of an approved companion.

8) Any deviation and/or non-compliance with requirements of the Individual Specific Protocol will be addressed by the Residence Executive Director and/or designate and may be grounds for modification of currently existing unaccompanied out-of-house privileges. Such modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate/other referring authority in conjunction with the Residence Executive Director and

In case of emergency, any staff member can modify the Individual Specific Protocol until an administrative decision can be made by the Residence Executive Director and/or designate.

9) In order to change the Individual Specific Protocol and/or items within the protocol, prior approval must be received from the in conjunction with the Residence Executive Director.

This is a working document which can be changed, altered, or superceded where there is an indicated need to do so.

Signed: James Mkan

Printed Namæ: JAMES RAY

Date: 3 Kelmany 1982

Executive Director:

A copy of this protocol will be kept on file at and a copy will be sent to the Archdiocese Vicar for Priests

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

MEMORANDUM

TO:

Cardinal Bernardin

FROM:

Father Kealy MAK

RE:

Jim Ray

DATE:

January 13, 1992

1/13/92 This was moment. He is back.

Jim is on vacation in Michigan. He will be back later this week.



MEMORANDUM

DATE: January 14, 1992

SUBJECT:

FROM: Father Edwin M. Conway

TO: His Eminence Joseph Cardinal Bernardin, Father Pat O'Malley!

Father Andy McDonagh

Father Jim Ray and I have mutually agreed that he should be appointed here at Catholic Charities to act as a liaison to Health Care Ministries. I will remain the Director of the service but he is open to learning the "rules of the road" regarding Catholic Ministry and provide a much needed full time centering of this ministry.

With the movement of government more deeply into decision making, the need for religious to look at alternative ways of governing health ministry, and certain movement toward consolidation and development of partnerships; there is a need for a much more in depth, ongoing relationship with Health Ministry than I can provide.

Jim Ray seems to be a personable and bright fellow who can perform this ministry. We have gone over the attached job description and he realizes that it is one that will be developmental. He has also met many of the "players" involved in Health Ministry and Catholic Charities and has made a very good impression.

In order that Jim may continue to be nurtured through his own difficulties, he will work at Catholic Charities on Monday, Wednesday and Friday and as required by the

Archdiocese.

I have switched him to the Catholic Charities payroll system and employee benefits system. The only thing I would ask of the Archdiocese is that they would send Catholic Charities an annual check or quarterly payments, whichever is easier, of \$10,092.00 which represents Jim's annual salary. All the other benefits, gasoline and transportation costs, educational costs, etc. can be picked up by Catholic Charities. Gradually, I hope to be able to find financing through grants and other initiatives that might begin to eat away at the cost of Jim's salary through the Archdiocese.

I think Jim will do well in developing relationships in Health Ministry in the Archdiocese.

12) 10,092,00 16,092,00 49 45 12 I'm still trying to think through the possibility of a role in the disability area if there is a need for other men to serve in non-parochial settings.

P.S. If you wish to make Jim's appointment official you may utilize the attached draft copy.

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

January 14, 1992

Dear Father Ray,

I am happy to appoint you as a liaison to Catholic Health Ministry through the offices of Catholic Charities as an Associate Administrator. In fulfilling this role Jim, I am sure you will bring many of your talents and personal strengths to the much needed efforts to support and enhance this healing ministry within the Archdiocese.

Be assured of my prayers and best wishes in this role which is so vital to the witnessing of the life of the Church in the Archdiocese.

With cordial good wishes, I remain

Sincerely yours in Christ,

Joseph Card. Bernarden

Reverend James Ray P.O. Box 167233

Chicago, Illinois 60616-7233

cc: Reverend Patrick O'Malley, Diocesan Priests' Personnel Board, Reverend Edwin M. Conway

AOC 018845



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Mr. Ray Ranas

FROM: Rev. Patrick O'Malley

DATE: Jan. 20, 1992

RE: Rev. James Ray

1. Fr. Ray is a client of our office. At this time he is being sent a monthly check. He will remain a client of my office even though he will be working for Catholic Charities.

- 2. Catholic Charities will pick up all his benefits, his gasoline and transportation costs, his educational costs, etc. Our office will continue to pick up the brunt of his salary. Therefore, I ask you to send the equivalent of a yearly salary of \$10,092.00 to Catholic Charities. This should be sent each month, with a monthly payment. This monthly payment should be \$840, beginning with the February pay check.
- 3. Thank you for doing this. Please feel free to direct any questions to our office if necessary.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Jan. 29, 1992

RE: James Ray

1.	Ι	spoke	to	James	Ray	today	at	Cath	olic	Chari	itie	s. H	lis	new	num	ber	there	is
		, Ex	κt.		Jim	is pre	eser	ntly	spend	ling 3	da da	ys a	wee	k,	Tues	day,	Frida	аy
		turday								nd th					at (Cath	olic	
Char	^it	ties wo	orki	ing wit	th Ed	Conw	ıy.	· He	seems	to b	oe d	oing	we l	1.				

2. Back in December, Jim had asked if he could go on vacation to California for one week in March. At the time we said yes, as long as all of our protocol was observed. He purchased the tickets and was recently concerned that he would not be allowed to go because of the change of protocol for the other priests

- 3. I told Jim, that because he is keeping the protocol and doing everything that is asked of him, that he is being given the privilege of this vacation. I stressed to him that he made a contract with us and we with him. He is keeping his part of the contract and so we shall keep ours. I also told him the reason others were not is that they had not been honest with the contract.
- 4. Jim said he would stay in touch.

Feb. 17, 1992

Joseph Cardinal Bernardin O. O. Box 1979 Chicago, Il 40690

your Cominence, I was aspalled at the way the removal of not be announced that quiete wice bling transferred to administrative jobs, etc. Have a mailing tedduce ready to give out for theme. A gost office box does not tell one anything as to their where abouts-Would you want your elas told to the whole world. It is not anyone's business as long as you are taking the right etips in this matter. All juiste who are jedoshike should be encouraged to get help- for it is a disease. The greate are your Jamily, you three Shiphad. You ordained them and one doce not turn his/her back on family even when we don't approve of their actions. They all need enjegant. I cannot see locking them up is of any help. There must be some type of work that is available with supervision, Our hospitale and moving homes need queits to administer to their needs. Maybe we need to carefully screen our men in the simenair before they become prieste. Then we would not be hiding this and other problems. I would, also, like at this time to write in support of Father Jim Ray who is not a jedophile.

Father Ray so one of the most caring, considerate and ... Compassionate quieto this antichocuse's had our will have. Our young people of today know a true and trust-worthy quiet when they exe one. Everyone of weing age flocked to Father Jim Borg because he was there for all. Whether it was a writh group or serior citizen group, Father treated them all with great regent- Committees and organizations were large in number when he worked on them became Father worked right along eide of them - Father Ray would paint a house for the four or sit through the night with a family at the hospital, He was there to enjort & pay with us. We know Father Ray is a ghist to be trusted. No one ever had to be Japail of him. Our family (5 children she grandchildren) Anows this as so did all the janishioners who came in contact with Father Jim Ray. I hope and gray that you give this serious thought and not let the george of bur auch droine suffer because of losing good, Christ like, prists, like Father Ray. The Church needs him - He would never do anything to cause hown or abuse to any. human being, Father Ray has always been a great suggest to our family through bith, illness, droose and death, happy times too. as to how you gell spriate line the future -Peace,



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Feb. 17, 1992

RE: James Ray

1. A young man, called (?), whose number is	-
some time in the past to ask for a favor for Jim Ray. They asked if Jim coul	ld
do their wedding which is coming up in April at St. Peter Damian parish. I h	nad
already told Jim yes, he could do that marriage if it took place at another	
parish somewhat removed from St. Peter Damian's.	
2. However, the couple had already had their invitations printed and arrange	e -
ments made so they could not change the venue. I told when I spoke to	
him earlier that I would bring his petition before my Advisory Board,	

3. I spoke to today and told him that he would not be allowed to do it. He felt badly but seemed to accept it.



Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

T0: File (P. O'Malley)

DATE: Feb. 17, 1992

Jim Ray RE:

Jim Ray called to tell me he had just heard from his friend is so anxious to have Jim do the wedding he may be willing to switch it to another parish. Jim wanted to know if in that case he could perform the wedding if it was done in another parish.

2. I told him that that had been our original agreement and that I would abide by that. Jim also said that he had received a request from people up in Transfiguration who want him to perform a marriage on May 29, 1992. He asked what the disposition of that would be. I could not tell him at the time but I think I need to discuss this with the Advisory Board and get some kind of policy for Jim.

February 20, 1992

To: The Cardinal's Commission Archdiocesan Pastoral Center P. O. Box 1979 Chicago, IL 60690

The past few months have been very difficult and emotional for many of us at Transfiguration Parish. We've had to endure the loss of someone we considered a friend; we suffered through the Jubilee Mass with heavy hearts under the scrutiny of the media (it should have been a joyous occasion); and we've struggled to put our lives back together with a minimum of assistance from our spiritual leaders.

I am drawn to two levels of thought, one emotional and one spiritual. I'm not sure I can clearly express myself but I will try.

Emotionally, I feel abandoned by the very people whom I felt were chosen to protect and guide my spiritual growth. I have labored all these years under the premise that the hierarchy of the Catholic Church was governed by God's law and the chosen few upheld those doctrines through word and example. This, to me, is what separated us from the rest of the populi and the other Christian communities.

I attended several of the meetings held for the parents of Transfiguration School and walked away feeling more disturbed than comforted. For one thing, not once was a meeting opened or closed with a prayer. If we ever needed the power of prayer, it was then.

The representatives from the Archdiocese had no answers for their actions, were evasive in their responses and condescending to anyone who showed anger. I listened while the professional psychologist from the Archdiocese told us how predictable and natural our feelings were at a time like this. I wondered why, if this were true, a team trained in trauma intervention was not assigned to our parish the weekend of the announcement to help all parishioners regain their equilibrium. The confusion and half truths went on

far too long. By the time the parishioners who did not have children in school were acknowledged, most had formed an opinion on either hear-say or rumors or were too disillusioned to bother to attend when a meeting was finally scheduled. Many felt they were treated as an afterthought.

When the representatives were asked what was being done to help Father Jim, we were told that they were too busy avoiding questions from the media to deal with those issues. How could you uproot someone, sequester him from his family and friends and not have any form of treatment or support available for him immediately?

Father Jim was instrumental in healing a parish suffering from a lack of love. It was good for us to know him because it is difficult now for anyone who knew him to view him as a one-dimensional monster. However, for him to remain in our parish after the allegations had been substantiated and for him to become so involved with the children of our parish when his weakness was known to the Archdiocese was a disservice to him, the parents and the children of Transfiguration.

There are certain professions in which we have been raised to trust without question. The clergy, although sinners like the rest of us, should be beyond reproach when it comes to major flaws of character, especially when it may cause irreparable damage to the psyches of the people they have been vested to serve.

If a priest chose to marry, he would no longer be allowed to continue his duties, yet a molester is moved from parish to parish. Why? My husband was not able to receive communion until my first marriage had been annulled by the church, yet, a priest who is still engaged in an illicit act disperses the Eucharist week after week. How come? How do we teach our children and witness to each other about love and forgiveness and the mercy of God in a time when every family is afflicted in one way or another by some type of vice albeit alcoholism, drugs, promiscuity, etc., when the acts of the Archdiocese in the past few months have left me wondering if we are supposed to abandon those in trouble? Is this what Christ has taught?

Is the church operating under a double standard? Are policies determined through public opinion and a "majority rules" consensus? Where does Christ fit into the management process of the church? Are lawyers and public relation consultants the Sadducees and Pharisees of the twentieth century?

You've asked for our input on how to deal with the existing policies and procedures relative to sexual misconduct by the clergy and other Church personnel. I would like to recommend turning to the Bible for your direction. Paul's letters to the Romans and Corinthians were quite clear regarding conduct and consequences.

It takes a great deal of courage to follow Christ. Sometimes His rules are not popular with society and many times we are prone to make them fit our lifestyle rather than change our lifestyle to fit His rules. I pray that you will make the right and loving choices, no matter how difficult they may be.

I want to thank you for allowing me to express my views on what has been a difficult and challenging time. Personally, it has been a time to question, reflect, meditate and grow. My faith has been tested and altered. Because of this episode, it has grown in strength. I hope and pray your soul will be touched by the love of Christ and strengthened through the days ahead.

Sincerely,

cc: Father William Zavaski, Pastor - Transfiguration Parish Father James Ray, Associate Pastor Joseph Cardinal Bernardin - Archdiocese of Chicago Pope John Paul



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Cardinal Bernardin

FROM: Rev. Patrick O'Malley

DATE: Feb. 25, 1992

RE: Draft of response to

You asked me to draft a reply to the enclosed letter about Jim Ray. Here is a possible response:

Dear

I received your letter of Feb. 17 and I must say I appreciate the fact that you are so supportive of Fr. Jim Ray. He is a good priest and he will be a good priest for a long time to come. However, Fr. Ray did something that puts children at risk. That is a fact. No one knows this better than he does.

I'm quite proud of the way he

is progressing.

Your comments about Fr. Ray's ministry encourage me to reflect that he will be able to perform good ministry once again in the future. I commend you for your support of him and I recommend that you continue to pray and support him personally. He will surely appreciate that.

When you pray for him, please also pray for me and for all our priests and religious who are trying to do the Lord's ministry. I for my part will certainly keep you in my prayers.

Cordially yours,

Cardinal Joseph Bernardin



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

T0:

Mr. Andrew Pollard

FROM: Rev. Patrick O'Malley ()

DATE:

Feb. 25, 1992

RE:

James Ray

1. James Ray is one of our clients. He works for Charities part-time. We reimburse Charities to the amount of \$841 each month to cover his salary. The Pastoral Center cannot pay out a salary to Catholic Charities.

2. I would appreciate it if you would set up a way by which \$841 would be paid each month to Catholic Charities to reimburse them for the full salary they are giving James Ray. This will be until further notice. Thank you very much.



MEMO from

CARDINAL BERNARDIN

To: Fr. O'Malley Date: 120/92

Par,

I thought you might be inferested in seeing this letter which was pend to the Commission - a copy of which was given to me

Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

February 26, 1992

Rev. James Ray Post Office Box 167233 Chicago, Illinois 60616-7233

Dear Jim,

In our last phone conversation you had asked about a request that some people had made of you to perform a wedding in May at Transfiguration in Wauconda. I brought your request up to the Board and explained to them that from my understanding, whatever decision they would make you would abide by it. They're very aware that you personally have been working strongly at your recovery and have been observing your protocol very well. I personally think that that is a good sign for the future.

However, the Board felt that it would be too soon to allow you to go back to Transfiguration. It might send the wrong message to people. Besides that, it could easily become a media event since one of the major concerns right now is allowing men who have had allegations of child abuse back into ministry. We think that your situation is one that we're comfortable with at this time, but we don't want to call too much attention to it.

I hope this doesn't cause you too much disappointment. If you have any questions, don't hesitate to call.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

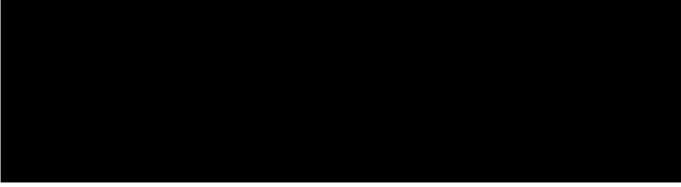


CELEBRATING 150 YEARS

TO: File (P. O'Malley)

DATE: April 15, 1992

RE: Rev. James Ray



James Ray asked the other day if he could be on a regular schedule at Mercy Hospital for the 4 o'clock Mass on Saturday afternoon. Marty Hebda, the chaplain, has asked if he might serve. I had previously given Jim permission to say Mass at Mercy on an ad hoc basis when it would be necessary.

I talked to Bishop Jack Gorman of the Commission and it happened that the Commission was asking whether men have in fact been allowed back into some sort of limited ministry. I brought up Jim Ray's question and he will bring it before the Commission and we will get some kind of a feeling from them of how we should proceed on this matter. Jack will get back to me as soon as possible and I will report back to Jim Ray.



CELEBRATING 150 YEARS

Memo to File (POM) Re: James Ray 5/2/92

James came to see me on Friday, May 1, with two requests and an offer. Request number one — the Youth Minister at Transfiguration has asked him to join them in their sojourn to Appalachia. Jim has gone with the youth group in the past and they offer their help to poor communities there. On that sojourn would be 16 year olds and over and they would meet with another youth group from Michigan. If Jim was given permission to go, the youth minister would check it with the parents of the young people who are going and if anyone disagrees then Jim would not go. There would be a total of 8 teens and 2 adults. Jim has done this in the past, in 1991. He would not be alone with the kids, but always have an adult around.

I told him that it did not seem likely they would give permission but that I would run it past the Advisory Board on Monday.

The second request is that Jim is somewhat of an actor and has played in musicals before. He has received a request from people in St. Bart's in Waukegan to join them in a play called "Anything Goes". Rehearsals would begin shortly. It would be for two weekends in July. Normally there are no children involved in the cast.

Third, Jim suggested the possibility of a job for Jim Hoder at the University of Illinois as a part-time chaplain. He knows that there is money in the funding for that job and the job would be open as of July 1. It would be 20 hours a week and Jim would receive a salary from the Newman Center at the University of Illinois.



Memo to File (POM) Re: James Ray 5/2/92

I spoke to Joy Clough today about a call she has received from a reporter from the Elgin News Courier. They were asking for an update on Jim Ray. She did not know whether they had some other questions, but she did not want to be caught off guard. I brought her up to date on what is happening with Jim. I told Joy that Jim is not officially assigned although he is doing some office work at this point. He continues to get his care, supervision and his

I also briefed Joy on what is happening with the other fellows in case their names were brought up as well.

SUPPLEMENT

T C

INDIVIDUAL SPECIFIC PROTOCOL

FOR JAMES RAY

I have reviewed, understood and agree to all requirements of The Residence Protocol, and the following items:

1) Unaccompanied out-of-house privileges include the following:

- Tue., Thu., Sat./9.00am-3.00pm/

Monday

Catholic Charities - Mon., Wed., Fri./8.00am-4.00pm/
Classes at Loyola University Medical School - Tue./Thu./8.00am-4.00pm,
Sunday/14hours/, Monday thru Saturday/8 hours/-free/visits with family
classmates and friends, going to restaurants, movies, theatres, etc.,/
Celebration of mass at Mercy Hospital - Saturday

- 2) Prior approval for celebration of masses/at the places other than Mercy Hospital/ and other religious services such as wedding, baptisms, funerals, etc., must be received from the Archdiocese Vicar for Priests.
- 3) Visitation by previously approved visitors can occur at Room 408 or at the Community Room, all visitors must sign in and out at the Communit Room.
- 4) The following items from the Individual Specific Protocol dated 01-12-9 still apply to the resident:

the item 4/in order to leave boundaries of Archdiocese resident must receive permission from the Vicar/, the items 3,5-9.

Signed:

Printed Name:

Date: May 5,1992

Executive Director:

A copy of this protocol will be kept on file at and a copy will be sent to the Archdiocese Vicar for Priests.



YEARS

May 12, 1992

Rev. James Ray Post Office Box 167233 Stevenson Expressway at King Drive Chicago, Illinois 60616-7233

Dear Jim,

I'm doing a lot of running about this week and so I wanted to make sure I got back to you for your requests. had asked if it would be possible to go on that Appalachian trip with those youngsters

They feel as I do that the best thing for you would be not to do youth work in future. We are quite certain that the Commission, when it makes its final report, will affirm that philosophy.

As for the second request about the play up at St. Bartholomew's,

matter of fact, last week Sr. Joy Clough received a call from an Elgin newspaper, I believe it was the News Courier, asking how things were going with you. They were asking for an update, I believe. This happened just shortly after you had made the request of me about that play. The newspaper interest highlights that the situation surrounding your past is still on some people's minds. We would prefer to let it subside for the time being.

I'm sorry to be so negative about these two instances, but I hope you understand where the Advisory Board is coming from.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

15 May, 1992 Dear Pat Sarington on May 24th.

a shirt tail cousin of mine and I've married all the kids in the family and done all the subsequent paptions. This will be the 10th. also, Dam tentatively pastrung June 7th at SI Thomas the apostle in O Crystal Lake so the youth minister at Transfiguration.
Also June 13-18 D will be in anaheim, California In the Catholic Health Es Conway asked that I attend. as your Co-Vicar, I know you will make a good team! I hope all I going well for



Memo to File (POM) Re: James Ray 5/30/92

Jim called today to ask permission to go on vacation sometime in late July or early August. He would go out to see his brother in Portland. Because of the price war going on now with the airlines he wants to get his ticket as soon as possible.

I told him that he could go depending on how he followed the protocol He seemed to have no problem with that at all.

· Many are water a constitution of water than Aug. And		31 May, 1992
P- addres (6) (82-70-4) p-470-440 (about doub)	Dear Put,	
New Yerko kana (1825 menaan danka) (1235 mena		Ayou know that I am not
k /* hap apain	doing a wedding	on august 8th deuded
	he wanted to ha	me the wedding at St Peter Damian
tin mandered of " times a mine, have propresentating or	and	is going to do the wedding
	Cind I am	going to do a wedding at
	Immaculate Con	reption in Elmhust on July 18.
		from Wankegan. a family was going to
	freed of the	was going to
		and is now not able to and
		te are not available.
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	it is such a show	
	1 · · · · · · · · · · · · · · · · · · ·	on day and week are going well
	Take care	
a op at Sedan Vanishado, at walk also annotational month.		
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1995		
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Central Offices: 126 North Desplaines Street • Chicago, Illinois 60606-2357 • (312) 236-5172

10 July, 1992

I want to let you know that I am baptizing Dear Pat. , daughter of at St anastasia on august 16th.

august 18-31 I am going

near Portland, Oregon. September 20-25 I am attending the Catholie Health administrative Personell Program at St. John's University in New York. I I can swing it, I hope that I might be able to visit my brother and aunt in Connecticut for the weekend before flying home. I will be attending the second half of In CHAPProgram in May.

I talked to you about a long weekend in Washington D.C. It looks like Imay be planning that for October now. I will let you know.

PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

ADMINISTRATOR Rev. Edwin M. Conway

DIVISION MANAGERS Patricia J. Kolak Jack Madden Walter H. Ousley Dorothy A. Reith EXECUTIVE DIRECTOR Rev. Charles T. Rubey Donald W. Kent Paul R. Sublewski

ASSOCIATE ADMINISTRATORS Rev. Msgr. Ignatius D. McDermott

Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith CONSULTANTS Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan



Serving Cook and Lake Counties



also, Jim Hoder will begin working part time at the University of Selinois Hospital in August. Jim will be working Sunday, Monday and Tuesday for four hours lack day. He will not have to be on call. The University of Illinois Campus Ministry (responsible for pastoral care at the hospital) will pay Jim \$500.00 a mouth. This is beginning Vin August. I hope your summer is going well and that you have time to get away for R+R. Take care.

Jim Ray

PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

DIVISION MANAGERS Patricia J. Kolak Jack Madden Walter H. Ousley Dorothy A. Reith Rev. Charles T. Rubey Paul R. Sublewski ASSOCIATE ADMINISTRATORS
Rev. Msgr. Ignatius D. McDermott

Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith CONSULTANTS

Boy Msor Vincent W

Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan



Donald W. Kent Paul R. Sublewski Rev. Richard



CELEBRATING 150 YEARS

August 1, 1992

Rev. James Ray

Dear Jim,

Unfortunately, when you called on that Friday morning I was in the midst of an important conference regarding another situation and I was kind of caught off guard by your call. Upon reflection afterwards, I realized that you had been very hurt and very angered by the situation on Wednesday morning when reminded you of the protocol.

I think I understand your feelings of anger and hurt. In addition, I have my own feelings about being in the position of having to administer the protocol over at that house. It's not one of my most favorite jobs.

What came up at the meeting on Tuesday night was that several of the people who are in charge over there and merely doing the work that they have been contracted to do felt that there was some slippage in the observance of your protocol. They did not think it was serious, but they did think that it should be called to your attention. We discussed it for a few minutes and I said, well, call it to his attention. Nobody expected it or wanted it to be a big thing. We all acknowledge that you have been cooperative in observing the protocol and, quite frankly, that is why you have more freedom over there than some of the other fellows.

So I am sorry if it caused you hurt or anger, but it is something that we had to do. Perhaps it could have been done in a better way and that we have to look at. We decided that from now on, on that Tuesday evening once a month, we would ask every one of the men to be present and have each fellow come in and sit with the group for a few minutes. At that time, difficulties can be aired and adjustments can be made without any surprising messages. I think that will be helpful both for you and for the staff



We're not looking to make the experience any more painful than it already is. At any rate, again I apologize if we did not handle this properly and I hope that we can avoid similar situations in the future.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests





4 September, 1992

Dear Pat,

Welcome back from a much deserved vacation. I hope you had a restful time and were able to forget about all that's going on around here.

I am writing to remind you that I will be in New York at St. John's University for the Catholic Healthcare Administrative Personnel Program, September 20-25. And then I am going to my brother's in Connecticut for the weekend and will return September 28th. Then on October 8th I amflying to Washington D.C. to visit for the weekend.

Also for your information, effective the week of September 7th I will be cutting back to one day a week

Thursday I will use as a day for myself for R&R.

I hope all continues to go well for you. Take care.

PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

DIVISION MANAGERS Patricia J. Kolak Jack Madden Walter H. Ousley Dorothy A. Reith Rev. Charles T. Rubey Paul R. Sublewski ASSOCIATE ADMINISTRATORS Rev. Msgr. Ignatius D. McDermott

Rev. Roger J. Coughlin Rev. Charles T. Rubey CONSULTANTS Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan





VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

October 12, 1992

Rev. James Ray

Dear Jim,

I checked with some legal beagles about your question about address. Their sense was that using the post office box for your driver's license would be no problem. They feel that if you are registering for voting, obviously you have to give a distinct, specific address. The use of 2520 would be proper at that point.

I asked about having your parents' address as your alternate address and they said that the presumption of having an alternate address like that is that the person is going to be living there for some substantial amount of time. Since that is not true in your situation, it would be better not to use it.

So, for the checks and for the license, the P.O. box should suffice. For voting, 2520 is the proper address, I suppose. But you probably already know that. Any way, I hope this is helpful. If you have any more questions, don't hesitate to call. I enjoyed our meeting the other day on our day off.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests



Archdiocesan Offices: 126 North Desplaines Street • Chicago, Illinois 60661-2357 Telephone (312) 236-5172 • FAX (312) 263-4290

25 October,1992 Convocation sponsored by the Chicago Association of Catholic Chaplains and the Archdiocesan Coordinators of Ministers of Care.

(I am on the coordinating board for the C.A.C.C.)

27 October, 1992 AIDS meeting sponsored by CAtholic Charities and C.H.A.M.C. (I did the opening prayer)

10 November 1-992 Hospital-Parish Relations Committee Day-Collaboration in the 90's. (C.H.A.M.C.)

30 November 1992 Regional meeting for C.A.C.C. at St. Francis Hospital in Blue Island.

2 December, 1992 Regional meeting for C.A.C.C. at Resurrection Hospital.

3 December, 1992 Regional meeting for C.A.C.C. at Oak Park Hospital.

17 December, 1992 Mass at St. Julianna, Chicago for the St. Vincent De Paul Society.

EXECUTIVE DIRECTOR

Donald W. Kent

CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan
Rev. Msgr. Ignatius D. McDermott
Rev. James M. Ray



CATHO COMPASSION IN ACTION SINCE PA

Archdiocesan Offices: 126 North Desplaines Street - Chicago, Illinois 60661-2357 Telephone (312) 236-5172 • FAX (312) 263-4290

30 November, 1992

Dear Port, Here is the list of the more public meetings I am attending with my work at Catholic charities. There are many other meetings I am attending for CHAMC + CACC, but they are not public

also, just a reminder that January 1-9 I will be on my anual ski trip to Bayne Manatain,

Nichigan.

I hope you have a blessed and not too heatice advent + Christmas season.

Take care,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin

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Rev. James M. Rav



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CATHOLIC CHARITIES

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Archdiocesan Offices: 126 North Desplaines Street • Chicago, Illinois 60661-2357 Telephone (312) 236-5172 • FAX (312) 263-4290

8 December, 1992

Dear Pat,

For the next six months I will be helping out or

some weekends at addolohata Villa in Wheeling. I will

some weekends at addolohata Villa in Wheeling. I will

celebrate Mass on Sunday manning and on Saturday I

will celebrate Mass and hear confesions afterward. My

will celebrate Mass and hear confesions afterward. My

sefectable for the next 3 months is:

Sefectable for the next 3 months is:

Jan. 10

Fet. 13+14

20+21

27+28

27+28

I høpe you have a blessed Christmas season.

Jin Ray

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS

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Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. Msgr. Ignatius D. McDermott

Rev. James M. Ray





VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

December 9, 1992

Rev. James Ray Post Office Box 167233 Chicago, Illinois 60616-7233

Dear Jim,

I received your letter outlining what you will be doing in the next couple of months. I need to say two things. I do not know whether you saw the article in the Tribune on December 9 which has a statement from John O'Malley saying that priests who have committed misconduct with minors will never be allowed back in ministry. The statement by John O'Malley was taken out of context. He was speaking about men being returned to parish life, not ministry in general. Unfortunately, the Tribune picked it up as a general statement about ministry for men involved in such misconduct. The Cardinal made quite clear at his September press conference when the new norms were released that, as far as he was concerned, men would not return to parish life. He did say at that time that under certain circumstances they could return to limited ministry. His stand has not changed and I wanted to reassure you of that.

With regard to your working at Addolorata Villa and helping out, we're very grateful. That helps us to keep the Villa open as a future spot for some of our older priests who might be looking for an alternative to parish ministry. I would ask you though, not to publicize the fact that you are helping out there. By that I mean, do not spread the word around among your friends. Just do the work in a simple, competent fashion as you always do and let it be. Again, the climate is such that drawing attention to even your limited ministry could be problematic at this time. I appreciate you keeping me informed of these matters. I hope you have a good Christmas and that your time away will be profitable.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

INDIVIDUAL SPECIFIC PROTOCOL

for Reverend James Ray

I have reviewed, understood, and agree to all requirements of The Residence Protocol, and the following items:

Unaccompanied out-of house privileges include the following:

Mercy Hospital/meals/ - every day Catholic Charities - Mon. thru Fri. exept Thu.

Celebration of mass at Mercy Hospital - Sat.

Visits with family, classmates and friends - every day Social events/dining, movies, theatres, shopping, etc., / - every day

- 2) Attendance at all activities and the specific names, addresses, time, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason(s) the mentioned requirements cannot be met, resident is obliged to call in and update a staff member about his whereabouts. The phone call should be made as soon as possible /as soon as change(s) in individual's schedule has been made/.
- 3) Resident is accountable for his own time and is required to support his attendance at social events with physical proof /i.e., movie ticket, receipt from restaurant, etc./
 A staff member will verify the resident's whereabouts by calling the place of his destination (three calls a month required) if such a proof cannot be provided /i.e., visiting family, friends, dining at private residences., etc/.
 Unsuccessful attempts to reach resident when out-of-house will be followed by writing a memorandum. Such a memorandum will be kept on file at
- 4) In order to leave boundaries of Chicago metropolitan area resident must receive permission from the Vicar or his designate

- 5) Prior approval for public celebration of masses and other religious services such as weddings, baptisms, funerals, etc., must be received from the Archdiocese Vicar for Priests or his designate.
- 6) Any contraband materials/i.e.,alcohol,pornography/ can be confiscated by any staff member. VCR is not permitted at resident's apartment unless permission has been granted by the Vicar and/or the treatment team.
- 7) Visitation can only occur only at apartment # 408, visitors must sign in and out at the Community Room.
- 8) No one under the age of eighteen is permitted to be at the residence unless prior approval has been received from Executive Director ,treatment team and/or the Vicar for Priests or his designate. Meetings with minors, in and out of the residence, can take place only in the presence of an approved companion.
- 9) Any deviation and/or non-compliance with requirements of this protocol will be addressed by Executive Director and/or designate and may be grounds for modification of currently existing arrangements regarding resident's stay at Such a modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate in conjunction with the residence Director

 In case of emergency, any staff member can modify this protocol until an administrative decision can be made by Executive Director and/or designate.
- 10) In order to change this protocol prior approval must be obtained from The Archdiocese Vicar for Priests and/or treatment team.
- 11) This is a working document which can be changed, altered or superseded when there is an indicated need to do so.
- 12) A copy of this protocol will be sent to the Office of the Archdiocese Vicar for Priests.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/20/93 Re: James Ray

I spoke to James Ray on the phone today and informed him that he would not be able to say the funeral at St. Peter Damian parish. Some people had asked if he might return to say the funeral of a very elderly man who was close to dying.

Ray informed me that he is having a funeral on this Monday at Immaculate Conception parish here in the city. He also informed me that he will be in Alburquerque next week for 5 days at a National Catholic Hospital Convention.

I told Jim that he would be receiving a letter from me and John asking him to come in so that we could explain where his situation is at the present time vis a vis the Advisory Board. He will make an appointment when he returns from Alburquerque.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 266-6100 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

23 February, 1993

This is just a note to let you know that I did a Juneral at Immaculate Conception, did a Juneral at Immaculate Conception, North Park on Monday, February 22nd.

North Park on Monday, February 22nd.

and February 27-March 4 I will be in allouguerque, New Mexico attending a meeting albuquerque, New Mexico attending a meeting sponsored by the Catholic Health association sponsored by the Catholic Health association for directors of pastoral case departments.

Take case.

Jim Ray

ADMINISTRATOR
Rev. Edwin M. Conway

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15 March, 1993

126 North Desolaines Street Chicago, Illinois 60661-2357

COMPASSION IN ACTION SINCE 1917

Dear Pat,

I just want to let you know that I am going to be in Florida for a short vacation March 21-27. On unexpected apportunity came up and I grabbed it.

also during april and May I will continue telping with weekend Masses at addolorata Villa. The Schedule at

Villa is: april 3, 10+11, 17+18, 24+25

Many 1, 8+9, 15+16, 12+13, 29,130.

hopes that Fr. Marin Sning will be on board at the

Villa by June 1st.

also I have been asked to do two weddings in June. One is a young man from St. anastasia an June 5th. The other is a young man from Bartlett on June 20th. This wedding is in a Greek Orthodox church in Northbook and I will be in the sanctuary. I'll let you know the name of the church I hope all is going well

ADMINISTRATOR Rev. Edwin M. Conway

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ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 4/15/93

Re: James Ray

On 4/13/93 Jim Ray and I met to talk about his present situation. We cleared the air in regards to whom he has to go to get permission for workshops, overnights, vacations. told him that since those involve the protocol of the house, he should be in touch with Sidlowski on those matters. I also told him that he should bring Sidlowski up to date as to his own situation and how he has complied with the protocol over the past year and a half.

As far as requests to do specific acts of ministry in the future, I felt that those should be run past our office here and I can check them out with the Advisory Board. I am speaking principally of individual acts of ministry such as baptisms or funerals or weddings with people from his past. Any major change in protocol obviously would have to go to the Cardinal first and then to the Review Board.

I have submitted a memo to the Cardinal passing on Jim's request that he be allowed to work one night a week at St. Francis Hospital in Evanston from 5 PM to 8 AM. He would be on for emergencies and preparation for people going in to operations. I will await the Cardinal's response on this matter.

Jim will be talking with Sidlowski to let him know who he is. Jim also brought up the question about whether there would ever be an opportunity to do weekend parish help in the future. I said I did not know but that he might be a key person who could bring this question to the Cardinal and then to the Fitness Review Board sometime in the future. I did not see it as a real possibility for another couple of years. By then, the Board will have been in operation for a while, and they will have observed how protocol is kept by various priests and by Ray in particular. They will be in a better position at that juncture to make a decision about this matter.

Off: (312) 642-1837

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Memo

Fax: (312) 642-4933

To: Cardinal Bernardin From: Rev. Patrick O'Malley

Date: 4/15/93 Re: James Ray

I met with Fr. James Ray this morning to talk about his relationship to the Fitness Review Board. As you recall, you ruled that his situation will not be going before the Review Board unless he asks and you agree with the petition for a change of protocol.

Jim brought up a request that he has received from the Director of Pastoral Care at St. Francis Hospital in Evanston. They have asked if one night a week, from 5 PM until 8 AM the next morning, he might be willing to be on call at St. Francis. He would stay at the hospital and would be on for any anointings and also for those people who may be going up for surgery the next day.

My question to you is whether this is something that needs to be run past the Fitness Review Board. You may wish to decide this on your own or you may wish to run it past your own advisory board at our next meeting. Please let me know how to proceed and I will bring it up at the next meeting if necessary.



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27april, 1993

Chicago, Illinois 60661-2357 **COMPASSION IN ACTION SINCE 1917**

Dear Put,

I want to put in writing for you what is coming on my agenda. On May 9th I am

Evangelist in Streamwood.

brother and sister. On they 22nd I am doing a scripture reading at the wedding of.

family is from Bartlett, but the wedding is at a protestant church and in Rochford. May 13th-16th I will be at my brother's in

Connecticut and then the 16-21 of May I will be attending a class at St. John's University in

New york City. June 5-10 I will be in Convention. June 20th

for the Catholic Health association I will be participating in the wedding of.

the Basele Church in Northbook. I still have not gotten about the wedding on &

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

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Rev. James M. Ray

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CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 5/14/93

Re: James Ray

I met with James Ray for 45 minutes on May 12, 1993. I discussed with him his request to work at St. Francis hospital. He told me that they had asked him if he was available.

I told him that the Fitness Review Board is presently reviewing another situation and that when that comes to some conclusion we will be in a better place to tell Jim what his future ministry will be.

Jim relayed how badly he felt when his protocol was changed back, but he seems to understand where Sidlowski is at at this time. I suggested the possibility of Jim and myself and Sidlowski sitting down together so that we may have a better understanding of the situation and Sidlowski may be more open to a looser protocol with Jim.

Jim will make the arrangements with Sidlowski for that session.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File From: Rev. Patrick O'Malley Date: 6/11/93

James Ray Re:

Jim Ray called me today to let me know that the wedding at which we are permitting him to assist is being held in Waukegan at a Greek Orthodox Church. The girl is from that religious persuasion and lives in Northbrook. The boy is from Bartlett. Jim had thought that the wedding would be held near Northbrook, but she apparently goes to Waukegan to I gave him permission.

He has received a request from Bob Tonelli of St. John's in Streamwood. Bob and his associate will not be available to do a wedding on Saturday, Aug. 14, at 3:00. They asked Jim if he could do it. Jim does not know either of the people and for that reason would be anonymous to the couple. I told him that I would get back to him on that.

CATHOLIC CHARITIES

COMPASSION IN ACTION SHAPE ST.

Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
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/ July, 1993

Dear Pat. I just want to fill you in my plans for the near future. I got the ok from Steve Sidlowski on these. The weekend of July 24+25 Dam going camping at the Warren Dures in Michigan with some friends from V. July 29- august 9ch Jam autside Portland, Oregon. going to my brother We are probably going company at yellowstone Notional Parke. and then some weekend in the fall I am going with from Bartlett to Their house in Salena. I have not chosen the weekens yet. and as I talked to you on the phone I am celebrating -Mons at the Marian Come Center for the Februar Sisters Take con, July 4,5,6+7. Jim Kan

ADMINISTRATOR
Rev. Edwin M. Conway

DIVISION MANAGERS Michelle A. Arnold Jack Madden Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin

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CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 7/19/93

Re: James Ray

Jim Ray will be camping with his brother from July 29 to August 9. He will be in Yellowstone and Glacier National Parks. He asked what would the necessity be for calling in. I told him that if he would call in on August 3 and August 6 to Bernadette, that would be helpful. This is what we did last year. In the meantime, he will continue to call in every day as usual and his situation will be reviewed around September 1. We had set a date for September 15, but I will be out of town at that time and September 1 seems a more appropriate date.

INDIVIDUAL SPECIFIC PROTOCOL

REVEREND JAMES RAY

I have reviewed, understood, and agree to all requirements of this protocol:

1. Unaccompanied out-of-house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Mon. thru Fri. except Thurs. Mass at Mercy Hospital and Addolorata Villa - Sat. Visits with family, classmates, and friends, social events, dining movies, theatres, shopping, etc., - everyday.

- 2. Attendanace at all activities and the specific names, addresses, time, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason(s) change in individual's schedule has been made, resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof i.e. movie ticket, receipt from restaurant, etc.,. Resident is not required to call in each day. The Executive Director will be required to call the resident one time per week. Unlisted, unpublished, and mobile telephone numbers will not suffice. Unsuccessful attempts to reach resident when outeof-house will be followed by writing a memorandum Such a memorandum will be kept on file at the In case of repeated violations copies of original memoranda will be forwarded to the Office of the Professional Fitness Review Board Administrator and the Vicar for Priests.
- 4 In order to leave boundaries of Chicago metropolitan area resident must receive permission from the Executive Director and the Vicar for Priests.or designate.
- 5. Prior approval for public celebration of masses and other religious services such as weddings, baptisms, funerals, etc., must be received from the Vicar for Priests or designate.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by my staff member. VCR (s) are not permitted at resident's apament unless permission has been granted by the Executive mector and/or designate.

the state of the s

- 7. Visitation can only occur at resident's apartment, All visitors must sign in and out at the Community Room.
- 8. No one under the age of eighteen is permitted to be at the resident unless prior approval has been received from the Executive Director and/or designate. Meetings with minors, in and out of the residence can take place only in the presence of an approved companion.
- 9. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designated and may be grounds for modifications of currently existing arrangements regarding resident's stay at . Such a modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate with conjunction with the Executive Director . In case of emergencies, any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 10. In order to change this protocol prior approval must be obtained from the Vicar for Priests and/or designate.
- 11. This is a working document which can be changed, altered or supersec when there is an indicated need to do so.
- 12. A copy of this protocol will be sent to the Office of Professional Fitness Review Board Administrator and the Vicar for Priests.

SIGNED:
PRINTED NAME: Jim Rosen
EXECUTIVE DIRECTOR
PRINTED NAME: BernADETTE M. CONTOL
DATE: August 31, 1993



VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Memo

To: Mr. Steve Sidlowski From: Rev. Patrick O'Malley

Date: 9/1/93 Re: James Ray

Bernadette Connolly and I met with James Ray on Tuesday, 8/1/93. Upon reflection, I feel you probably should have been present at that meeting. At any rate, we talked over Jim Ray's protocol. You may recall that we had made an agreement over the past several months that he would call in every day. This particular protocol had been relaxed sometime back and Jim had a problem when it was put back on. At any rate, we said we would review this protocol in September. I wanted to do it before I went away so I moved it up on the calendar and forgot to inform you.

At any rate, the fruit of our discussion was that we agreed that, since James Ray had complied in every way with our stepped up protocol, we could loosen up on the requirement to call in daily. Bernadette affirmed that Fr. Ray has been totally reliable in following whatever protocol has been given him. She and I both agreed that he could revert to the less stringent protocol. This would mean he would have to call in once a week. All other aspects of the protocol are still in place. He will have to notify us where he is every day and of course he can be called by us for purposes of check-up at any time. (Bernadette will call Jim twice a week at random to confirm his whereabouts.)

Bernadette will write up a new protocol for James Ray. We should send a copy of that to you. If you have any concerns about this, please notify Bernadette. I will be out of town until the final week of September.

John Canary and I have continued to talk about the housing for men who are under supervision. In our minds, James Ray is somewhat of a special case. He does not have a history of misconduct other than two instances.

It has been almost two years since he was removed publicly from his parish in Wauconda. During the time of his recovery, Jim has been most cooperative in every manner. He works for the archdiocese with Catholic Charities and is making a contribution.



Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

We would like to explore with you and with Jim the possibility of him living in a setting where there would be no school around, perhaps a rectory of a parish without a school. He would not take part in any of the parish activities. He would merely have that place as a residence. The other priests in the house would know of his situation and would be on-site monitors. He would check in with them mornings and evenings when he came and went. He could continue to be under the guidance of Bernadette Connolly in his overall protocol. She could meet with him regularly either in person or by phone to keep abreast of his circumstances.

I have talked to Fr. Paprocki about this, to Fr. Canary, and to Bernadette. I have also mentioned it to Jim himself but only as a remote possibility. All are open to it at this time as long as proper safeguards are in place. I would ask you to consider this as a possibility. I do not foresee this taking place any sooner than a month or two. If people give a go ahead on the idea, then we could move towards trying to find a place. It probably should be run past the Advisory Board. We do not think at this time it is necessary to run it past the Fitness Review Board.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo

To: Steve Sidlowski

From: Rev. Patrick O'Malley

Date: 9/1/93 Re: James Ray

James Ray was removed from his parish for misconduct in November of 1991. From the beginning of December, 1991, until the middle of January, 1992, a period of six weeks, James Ray received no salary whatsoever from the Archdiocese. He only recently pointed this out to me when it became apparent that his check would be docked 10% each month to help pay for expenses that have been incurred in this entire situation of misconduct.

In justice, he is owed a salary for those six weeks. Could you put in a request to the Pastoral Center for back salary for six weeks? The components of that salary would be prorated according to the salaries that the men were receiving at that time. There would be a base salary of \$ 501.00, a transportation allowance of \$ 380.00, a seniority increment of \$ 140.00, all of which would come to \$ 1,021.00. Add to that \$ 1,021.00 the figure of \$ 510.50, which is the amount he would receive for two weeks and you have a sum total of \$ 1,531.50 for the six weeks.

I would appreciate it if you would have a check sent directly to James Ray for that amount. If there is any problem on this matter, please contact Joyce. Thank you very much for your attention to this concern.



VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

September 1, 1993

Rev. James Ray Cardinal Stritch Retreat House Post Office Box 455 Mundelein, Illinois 60060

Dear Jim,

I have sent a memo to Steve Sidlowski asking him to draw up a check for you for the amount of \$ 1,531.50 as back pay for six weeks from December 1, 1991 until January 15, 1992. According to the figures that Sr. Joyce worked up, at that time an associate received \$ 501 per month basic pay, \$ 380 for transportation, and \$ 140 for 16 years of seniority at \$ 105 per month. The sum total for a month would be \$ 1,021 and the total for six weeks would be \$ 1,531.50.

There may be some red tape getting this request through the Pastoral Center. If there is, I will be in touch with Steve Sidlowski and sooner or later, from some source or other, we will get you this money. Have patience.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. John Canary Date: 9/18/93

Rev. James Ray Re:

1 - Jim Ray called on Sept. 15 to ask for permission to go to Medjugorge from Oct. 4th-18th. I asked him whether his protocol would allow for this. He mentioned that he has taken vacations before. This is an opportunity to go for free. He said that he would be traveling with Fr. Charlie Becker.

2 - I asked him to speak with Fr. Becker and to inform him of the restrictions that he was under, namely not to be in the company of minors without an adult. I asked him to request that Charlie be his monitor while he is away. I asked him to mention to Fr. Becker that I would check with him upon their return from their trip to see if Fr. Ray had kept the protocol.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

22 September, 1993

COMPASSION IN ACTION SINCE 1917

Dear Pat.

Welcome home from vacation! I hopseyou had a
relaxing and good time. I just want to fillyon in on
relaxing and good time. I just want to fillyon in on
relaxing and good time. I just want to fillyon in or
what I am going to be up to forche next few weeks.

October 3rd I am doing a paption for family friends of
St. John of the Cross in Western Spring.

St. John of the Cross in Western Spring.

October 4-18 I am going to Bosnia (I don't know
October 4-18 I am going to Bosnia (I don't know
November to spel Medjigore.) I've talked to John Canany
hour to spel Medjigore.) I've talked to John Canany
November 6-7 and December 11+12 I am celebrating
Mass at Addolorata Vella in Wheeling.

Mass at Addolorata Vella in Wheeling.

Jun Long

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS
Rev. Msgr. Vincent W. Cooke

Rev. Daniel M. Holihan Rev. James M. Ray





Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

4 October, 1953

COMPASSION IN ACTION SINCE 1917

Dean Pot.

I am leaving tought on Ceshoolovenske Gero (Gechoslovak airlines), flight 611 for Prague of 8:40 PM. We then fly from Prague & gagnet and by to so to Medjegoge, arriving sometime Tuesday evening. Right nom Ido not know where I am staying a real tip of faith! On Similary 17 October we fly from Zagreb to Prague and spend the night there. On Monday, October 18th we fly flight 610 arriving in this ago If I learn anything more at the airport tonight I will stick it will this letter as afort 6:40pm. mail it from the airport. Take con and Itll talk to you when I get

ADMINISTRATOR Rev. Edwin M. Conway

DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey

Paul R. Sublewski Wendy S. Thomas

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski

CONSULTANTS Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. James M. Rav

ACCREDITED

EXECUTIVE DIRECTOR Donald W. Kent

Serving Cook and Lake Counties

ACKNOWLEDGEMENT OF MISCONDUCT POLICIES

?	I acknowledge that I have read and am familiar with the Archdiocesan policies and procedures regarding sexual misconduct with minors, adopted September 21, 1992.
i.	Please send me a copy of these policies and procedures.
E B	Signature: James Many James M. Ray Address: P.O. By N. 72 33
Sill	Official City, State, Zip: Checaso, TL 606/1-7233
,// ,	

Ken James Kay

Diocesan Priests' File Checklist

<u>/</u>	Acknowledgement of Misconduct Policies, dated $\frac{\frac{16/4/93}{25}}{\frac{16/75}{25}}$	
	Last Will & Testament, dated	
	Personal Inventory, dated	
	Photo (for assignment card kept in Suzie's office)	

Please list any other important documents that are in this file:

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/19/93 Re: James Ray

Fr. James Ray just returned from Medjugorge and reported in this morning at about 9:30. He said the trip there was very faith-filled and very interesting.

I spoke to Ray about the possibility of looking into an alternate residence with monitoring. I mentioned Immaculate Conception and I decided that what we would do is the following:

- 1 I would bring this matter to the Advisory Board to see if they are open to it.
- 2 I would then sit down with James Ray to talk about the strategy for approaching the community at Immaculate Conception on North Park Street.
- 3 If that does not work with North Park and they do not feel it would make sense, I would then continue to work with Ray for an alternate residence. All of this depends of course on receiving an OK from the Advisory Board.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo

To: Mrs. Rita Mongan

Professional Fitness Review Office

From: Rev. Patrick O'Malley

Date: 10/27/93

Re: Rev. James Ray

Our client, Rev. James Ray, has been getting paid by Catholic Charities but they have not been receiving the normal monthly check from us. They last received a check from PRMAA early in July.

We therefore owe them for the full months of July, August, September and October of 1993. That would be 4 months at \$625.50 per month. A check for that sum total should be sent to Jim Degas at Charities. The misunderstanding arose because Charities thought the money had continued to come in after July of 1993..

VICAR FOR PRIESTS

645 NORTH/MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File From: POM

Re: Rev. James Ray

11/26/93

I spoke to Bernadette Connolly on 11/26/93 regarding the protocol for James Ray.

She reminded me that, in September, we had loosened Ray's protocol because of his past compliance. He calls in once a week, she calls him twice a week at random.

We discussed some tightening up measures resulting from the recent disclosure about his activities while in Split, Yugoslavia. (See Ray25.)

Fr. Cnary and I will meet with Ray to discuss his past protocol, his present status, and future protocol. Until that meeting on 11/29 when the protocol will be finalized, the following suggestions are in order:

- 1. Ray will not be allowed any overnights or vacations away from the program until further notice. If he has days off, or takes a vacation from Charities, he must spend it in the confines of the program at the retreat house if necessary. He will not be permitted to go on trips with or for Catholic Charities. This may be reviewed next year at this time.
- Ray will be expected to call in every four hours each day until further notice.
- 3. Ray's ministerial duties are limited to offering Mass in a private or semi-private setting (such as with others at Catholic Charities). There will be no outside ministerial functions such as saying Mass publicly, weddings, baptisms, funerals, etc. until further notice. This may be reviewed in one year.
- 4. Ray will continue to maintain his position at Catholic Charities, though his hours may be limited some

Off: (312) 642-1837 Fax: (312) 642-4933

5.

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

6. Ray will be expected to return to his residence every evening, Monday to Friday, by 7-PM (no later than 8-PM) for europe...

On Saturday and Sunday, his schedule will be as follows - ??? Neart be Bak by 1:00 pm 8:00 ft.

Lean the When at at order-

7. Discussion about alternative housing is put on hold until further notice.

The whole purpose of this change in protocol is to impress upon Fr. Ray the seriousness of his breech of conduct. He has undermined our trust in his reliability and he has put the entire program of aftercare and supervision at risk.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/3/93

Re: Rev. James Ray

Fr. Canary and I met with Fr. James Ray on 12/1/93. We set the context for the meeting by telling him of the discussion that took place at the Advisory Board meeting of 11/22/93. We told him of the restrictions that would have to be put in place in his life. We told him how disappointed everybody was in his behavior and how it certainly put not only himself but also the Archdiocese as well as other people at risk. We told him that it would be very difficult for him to reestablish trust again.

At one point Fr. Canary did say to him that he ought to consider whether in fact he could ever get back to a point where his priesthood would be somewhat normal again. We delineated the restrictions and the protocol to Fr. Ray. We told him that we would send a copy of this protocol to Bernadette Connolly and she would share them with Ray. They will go into effect on Monday, Dec. 5, 1993. She will send me a signed copy of the protocol.

I spoke to Bernadette Connolly on 12/3/93. She told me she had a long meeting with Ray for over two hours. She conveyed to him her disappointment and hurt as well as her conviction that he had really put others at risk. She reiterated our conviction that any kind of normal priesthood for him in the future is doubtful at this time. Bernadette said she talked to James Ray about the possibility of him even leaving the priesthood. She is not sure whether he truly understands how his behavior has impacted on so many people.

INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

1. Unaccompanied, out of house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, one free day per week, as designated

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in every four hours each day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program until further notice.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities or with the priests at the Retreat House. There must be no other public ministry of any sort. This includes Mass, Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.

- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House CDM or his residence for supper each evening, Monday through Friday. On his day off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- Visitation can only occur at the resident's apartment.
 All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director

 In case of emergencies any staff member can modify this protocol until an administrative decision can be

made by the Executive Director and/or designate.

- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1994. It will be reviewed again in December, 1994.

Signed:	neo M	C. Roug	
Printed Name:	JAMAZA	M. Key	00
Executive Director:	W	M	L.
Printed Name: Be	CHR 199	M. Conn	elly

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 4/22/94 Re: James Ray

On 4/15/94, I spoke to Fr. Andy McDonagh. We were discussing several other candidates and he mentioned a statement from a woman he had met. The woman was talking about Fr. James Ray. This woman was passing on something she had heard. It really is nothing more than a second or third-hand account, but Ray should know that it is out there. According to this woman, there is a lady called (?). She is supposed to be divorced. Apparently she is supposed to have known Fr. Ray in the past. He is an old friend of the family. According to the rumor, Jim Ray has offered to move in with the woman in

Of course, this is all just rumor, but we need to alert Ray that this is being said. We are scheduled to meet with James Ray on 4/26 at 3:30



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

1. Unaccompanied, out of house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, one free day per week, as designated

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in every four hours each day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program until further notice.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities or with the priests at the Retreat House. There must be no other public ministry of any sort. This includes Mass, Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House CDM or his residence for supper each evening, Monday through Friday. On his day off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- 8. Visitation can only occur at the resident's apartment.
 All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director

 In case of emergencies any staff member can modify this protocol until an administrative decision can be
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.

made by the Executive Director and/or designate.

12. This is a working document which can be changed, altered or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

Vicar for Priests.

13.	This	protocol	will	be revie	ewed no	sooner	than	June	l,
	1994.	It will	be	reviewed	again	in Decer	mber,	1994.	

Signed:	
Printed Name:	
Executive Director:	
Printed Name:	
Date:	

Ceremel on 12/6/94

Pom

Yolan C. INDIVIDUAL SPECIFIC PROTOCOL

B. Lowell FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

1. Unaccompanied, out of house activities include the following:

well charges

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, Two free days per week, as designated

as is

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.

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- 4. The resident is not to take overnights or be absent from the program until further notice. Resident is allowed to attend out of town business trips but only with an approved companion.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. There must be no other public ministry of any sort. This includes Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House or his residence— for supper each evening, Monday through Friday. On his days off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- 8. Visitation can only occur at the resident's apartment. All visitors must sign in and out at the community room.

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- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than December 1, 1994. It will be reviewed again in June 1995.

SIGNED: James May
PRINTED NAMES James M. Ray
EXECUTIVE DIRECTOR:
PRINTED NAME: BerNADETTE W. Connolly
DATE: June, 16th 1994

August 29, 1994

Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

Dear Father:

Yesterday afternoon we received some disheartening news when Father Jim Ray informed us that he would be unable to officiate at our son's wedding in October in Dubuque, Iowa. The purpose of our letter is to request that this decision be reconsidered.

Our family has known Father Jim since his first week at St. Peter Damian. Our son, daughter, and son-in-law have grown into practicing adult Catholics, in large part, due to the influence of Father Jim. Father Jim was instrumental in the religious education and confirmation programs that our children attended. He was both their spiritual director and, more importantly, their friend. Father Jim officiated at our daughter and son-in-law's wedding three years ago.

In our years growing up— in St. Francis de Sales Parish in Ossian, IA, and in St. Andrew's Parish in Chicago,—we have known many good parish priests. However, none has remained as important in both our faith and personal lives as Father Jim. He has shared many happy times with us: First Communions, Confirmations, graduations, and anniversaries, as well as our daughter's wedding.

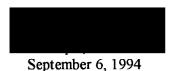
In the past couple years, because of our friendship, Father Jim has kept us informed of his personal situation. We are certain that he has always been honest with us. None of this has diminished our love and respect for him as a man and a priest. If anything, our admiration for him has grown. He has truly borne his crosses as Christ bore His.

We understand from Father Jim that you are concerned that there will be people from St. Peter Damian in Dubuque for the wedding. The wedding guest list includes nine people who are or were members of St. Peter Damian Parish. If it would make a difference to you, we can supply a list of these people. We feel confident that these people would expect Father Jim's presence at our son's wedding, especially since they know how important Father Jim is to our son.

Both our son and future daughter-in-law have included Father Jim in their wedding plans since before they were officially engaged. It is their wish, as well as ours, that he remain a part of this important day. We respectfully request that you reconsider your decision, and we would be willing to meet with you in person to discuss this at your convenience. Our phone number is:

Thank you for your consideration of this matter.





Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, IL 60611

Dear Father:

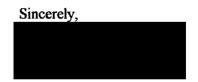
I recently received some upsetting news when Father James Ray told me that he would be unable to officiate at my upcoming wedding ceremony. This letter is a request to have that decision reversed.

Father Jim has been a part of my life since he first arrived at St. Peter Damian. My own personal spiritual growth is due in a large part to the influence he has had on my life. His guidance, and especially example, were the backbone for my participation in church and most importantly, the sacred sacrament of confirmation. But in addition to his spiritual leadership, Father Jim has been a very good and close friend. I have always felt that he was someone I could talk to and know that he really listened and cared. So now, that I am about to receive one of the most sacred sacraments, marriage, I want him to be a part of that very special day. Although my fiancé is from Dubuque she also feels as strong as I, as she has become close to Father Jim as well in the last year or so and wants him to be a part of our special day.

During the past few years, Father Jim has been very open and honest about what is going on in his life. And again, as always, he has been an example of strength and truth for me to follow. As time passes, my love and admiration for Father Jim continues to grow. I am very proud to have him as a friend, as I would be proud to have him at my wedding.

Father Jim explained to me that one of your concerns is for people from St. Peter Damian that will be at the wedding ceremony. I can assure you that the individuals invited will be more surprised if he is not there to share the day with me and my fiancé. If it would help matters, I would gladly furnish you with a list of members from St. Peter Damian invited to the wedding.

In closing I would like to emphasize the importance of having Father Jim's presence at my wedding. Father Jim has been and always will be a close and dear friend. I humbly request that your decision concerning his presence be reconsidered. If you would like, I would be more than willing to meet with you at your convenience to discuss this matter further. My home phone number is and at work. Thank you for your understanding.



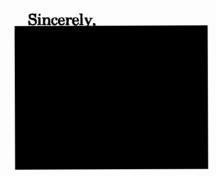
September 25, 1994

Reverend John Canary Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

Dear Father Canary

We would like to take this opportunity to thank you for considering our request and responding favorably in allowing Father Jim Ray to officiate at our son's wedding. Our son, which his fiancee, and we are so very happy and grateful that Father Jim will be able to celebrate with us.

We spoke with Father Jim this weekend to finalize our travel plans for the weekend of October 29th. He will travel with us from Bartlett to Dubuque and back. We are all looking forward to the weekend. Again, thanks for your part in making this possible.





VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

September 26, 1994



Dear

Thank you for your recent letter about Fr. James Ray. I understand he has been a very important part of your life and I can appreciate why you have asked for him to be part of your wedding.

As I am sure you know, I met with your parents on September 18, 1994, to discuss this possibility. As I explained to them, Cardinal Bernardin has given his permission for Jim to be part of your wedding. I wish you and the very best as you begin your married life.

You asked for a letter of recommendation for Fr. James Ray. I have enclosed a letter which you can bring to the appropriate person. God bless.

Sincerely,

Rev. John F. Canary Vicar for Priests October 3, 1994

Father O'Malley 645 N. Michigan Ave., Suite 543 Chicago, IL 60611

Dear Fr. O'Malley:

My wedding day is the most important day in my life. To it, I have invited the people whom I care about most and those who have played an important role in my life. It is for these very reason why I asked Fr. Jim Ray to celebrate and my wedding mass.

It is very important to me that Fr. Jim be allowed to celebrate our wedding mass. Fr. Jim was and continues to be very influential in my life. He started me out in the parish teen club and through my continued involvement and his vigor to involve the youth of the parish we have developed a very close, special relationship.

This relationship has grown and flourished over the years. During both good and bad times we have stayed close; asking one another for forgiveness and to keep each other in our prayers. Fr. Jim asked of me for both forgiveness and prayer during his ordeal these past couple years. I have both forgiven and prayed for him throughout these tough times.

In connection with your request, I have contacted all the guest from Bartlett who will be attending our wedding. Each person I spoke with had no objections to Fr. Jim celebrating the mass, in fact many were up in arms that he was not being allowed to celebrate and offered to write letters to you in support of Fr. Jim. A list of the individuals whom I contacted is included with this letter.

I understand your's and the board's concern with not wanting to victimize any individual any further, and I hope by my contacting our guests shows that Fr. Jim has been forgiven by most of the parishioners of St. Peter Damien and the paramount good he brought to our parish will be looked upon as being important to the church.

I am bringing this matter to your attention because I believe a decision was made by the board without all the relevant information. It is for this reason that I am asking you to reconsider this decision and allow Fr. Jim Ray to celebrate with and myself our greatest day and to bless our marriage. Our wedding mass will not be the same without Fr. Jim celebrating. I know he has suffered greatly through this ordeal and I ask that you please do not overlook him as being a victim himself.

Father O'Malley Page 2 October 3, 1994

I can be contacted during the day at and in the evenings at Please do not hesitate to call if I can do anything further to help change the board's decision. I cannot state enough how important this matter is to me as our wedding is scheduled for 1994. I will be waiting to hear of the board's decision.

Thank you in advance for listening to my pleas, and I hope for the sake of all involved the decision to allow Fr. Jim to celebrate our wedding mass will be reached speedily.

God bless.

cc: Fr. Jim Ray

Father O'Malley Page 3 October 3, 1994



Cerewish on 5/31/95 By And Country of Monsignor Koenig Hall INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

- Unaccompanied, out of house activities include the following:
 Archdiocese of Chicago as needed.
 Catholic Charities Monday through Friday, three free days per week, as designated.
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program unless prior approval is obtained from the Executive Director and/or designate. Resident is allowed to attend out of town business trips but only with an approved companion.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. Resident must obtain approval from the Vicar for Priests and/or designate for celebrating confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence for supper each evening, Monday through Friday. On his days off he will be expected to be back in his residence by 11:00 p.m. During all other times, without specific permission, resident must be at residence.

- 8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: James M. Rous
SIGNED: James // Kang
PRINTED NAME: DAMES TAKE
EXECUTIVE DIRECTOR:
PRINTED NAME: Bernsocte W. Connolly.
DATE: Dec. 16th 1994



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

February 8, 1995

Dear Jim,

Seen by me on 2/13/95 appropriate charges were made.

I am scheduled on February 18th to appear before the Professional Fitness Review Board. At that time, I have been asked by the Cardinal to share information on your situation. This is in keeping with the Cardinal's promise that all past cases would be reviewed by the Fitness Review Board once it was up and running.

Because your situation was originally handled under our previous procedures (before the Fitness Review Board was organized), the Cardinal and his advisors feel the information ought to be shared **anonymously** with the Board.

I am enclosing the full text I will use in my presentation to the Board. I will have to answer questions, but I will not include substantially more than what this typed text contains.

Please read it over carefully. I will be open for discussion. This is a delicate matter and I want to do it in the fairest way possible.

I do not anticipate any great changes being suggested by the Board. I will of course take their recommendations to the Cardinal for his study and decision. His schedule is so crammed right now that it may take a while to get back to you with the final word. I'll speed the process up as best I can.

But again feel free to call on me if and when you like.

Fraternally yours,

Off: (312) 642-1837

Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

3) Fr. C. - age around 45

from re: a 20 year old re: a 2

Last contact was 12/89. Again would not give name of family and says family does not want to be involved.

5/21/90 - VP meets with Fr. C. who is very cooperative and who voluntarily gives name of boy, address, etc. Fr. C explains the whole scenario, though he disagreed with some aspects of the boy's story.

Mandate put in place prohibiting contact with minors. Fr. C's pastor informed and asked to act as monitor.



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CHICAGO, ILLINOIS 60611

Commission recommendation: After review in 11/91, the Commission recommended withdrawal from parish; Fr. C. was removed publicly.

In 11/91, after withdrawal, another man called saying Fr. C had had him on his lap once as a young teenager in '74-'75 time frame.

This was the only other complaint. Though encouraged to do so, the man never followed up on it.

Living: From time of 11/91 withdrawal, Fr. C. has resided in supervised setting of Retreat/Koenig house.

In 2/92, with permission Fr. C. began parttime work with archdiocesan agency in admin. position with no access to minors. Monitored at work by agency head.

In 10/93, Fr. C. went on pilgimage to European shrine with permission and under monitoring. Incident in airport: While physically assisting an adult paraplegic to urinate, Fr. C also helped him masturbate. Fr. C self-reported upon his return. After this, monitoring restrictions on living and ministry were increased. In 12/94, after a year of complete cooperation by Fr. C, some restrictions were slightly eased.

Protocol: Presently he is under a strict monitoring and living protocol. Bernadette Connelley and VP administer the protocol. Agency director monitors his work.

Ministry: Retains position with agency with no access to minors. With explicit specific permission of the VP, may now perform minimum public ministry with safeguards in place. Offers Mass in hospital setting on weekends occasionally. No parish affiliation.

Outlook: Agency work continues, but no return to parish ministry is presently envisioned.



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

2/13/95

Dear Jim,

I went back and checked the records after our conversation. I have included some clarifying remarks which I think are more to the point.

The remarks attributed to are all in the original file. I toyed with putting in the substance of your disagreement with the boy's version (see the text in parentheses), but I feel it might be too incriminating so I will leave it out.

I am enclosing a copy of the updated document for your information. Please look it over and feel free to contact me if you wish to comment on the text.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/13/95

Re: Rev. James Ray

I met with Fr. James Ray on 2/13/95 to go over some requests for ministry that he is proposing. I also reviewed with him the letter and the information I will be sharing with the Professional Fitness Review Board on Saturday, 2/18/95. Fr. Ray went over the materials and had a few questions and made some suggestions. I told him I would incorporate his suggestions and I will send him a final copy of the presentation I will make before Saturday. At that point we agreed to the text we had settled on. Jim then talked about some upcoming dates that he would like permission for:

- 1. On March 12, 1995, he is going to do a baptism at St. Catherine's in Kenosha, Wisconsin.
- 2. Jim asks that, since he is not to do any ministry at St. Anastasia, would he be allowed to do a baptism with permission at either St. Dismas or I.C. in Waukegan? I told him I would check this out and I should probably do so with Bishop Goedert before he leaves Vicariate II. In a later conversation, the Bishop said he could, but he preferred that it take place at St. Dismas.
- 3. On 6/9/95 Jim has a wedding at a Protestant Church in Medina. The young man is who is originally from Bartlett. knows of Fr. Ray's situation and Fr. Ray asked him to check with his folks as to whether they thought there might be some possibility of scandal there.
- 4. On 7/2/95, again there is a wedding at a Protestant Church. The family is originally from Streamwood but attended St. Peter Damian. The young man's name is the custom will check with the young man and his family to see if there is any problem.
- 5. Labor Day weekend, 9/3/95, on a Sunday there is a wedding in Galena in a Catholic church. The girl's name is This family used to live in Streamwood and attended St. Peter Damian's but now lives in Elmhurst. He will check his situation with the family and check out the possibility of scandal as well.



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10 april, 1995

Dear Pat,

Here is what I will be doing ministry wise in the

near future:

I am hapstiging and

son at St. Dismos in Wankegan

June 4-7 is the Catholic Health association assembly in Minneapolis, Minnesota - I am Thinking, if it is alight, to maybe go up a day or two larlier to visit my brother near Rochester. June 9, the wedding is at the Schaumberg Covenant church.

also this summer I would like to visit my brother in Partland, Oregon and I would like to possibly take a 5-7 day trip with a friend before the year is and. I'll talk you about this later.

Thanks for all you do, Put.

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubev

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney

Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

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Rev. Daniel M. Holihan Rev. James M. Ray



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ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Memo to File

From: Rev. Patrick O'Malley

Date: 5/31/95 Re: James Ray

Bernadette Connolly, in her role as monitor, and I met with James Ray today. I pointed out to both Fr. Ray and Bernadette that the materials we would discuss would only relate to her role as monitor and not as temporary PFR Administrator. Both understood this distinction.

We then went over the protocol that Bernadette had brought in. Some changes were suggested. Bernadette will draw up the new wording of that protocol when she receives word from me. I told her and Fr. Ray that I would have to run these changes past our Advisory Board on June 13.

Ray's question to the Board is: How long will he have to go on having an approved companion assigned when he has to go on a business trip? He goes on about three of these a year, normally for about three to four nights and four or five days. They have to do with his work for Charities and the hospitals.

The second question has to do with spending a vacation with his brother in Oregon for ten days. He used to be able to do this before the present serious restrictions were put upon him. His brother knows of his situation. I see no problem with this.

The third request has to do with him going on vacation for 5 to 7 days with another young man, about 30 years old. They would probably go up to Door County in the summer. Does he need an "approved companion" on vacation? If so, this man would have to be approached to be an approved companion. The man already knows about his situation. Ray had a vacation this past January for a few days. He has had no summer vacation since 1993.

The fourth request has to do with whether he could expand his present ministry into helping at a retirement home, Bethlehem Center in LaGrange, along with keeping his present position at Charities. He feels that he would be able to do this without over-loading. He will get a job description of what they might expect, that is, presence for Mass occasionally and visiting the people at the home. Ray will get back to me with the information



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

on this matter.





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2 June. 1995

Dear Pat,

Italked to

the administrator

at Betbliken Woods in Sa Shange. He would like to have a priest's presence on the compars there. He would envision the priest doing postoral counseling

for grief and loss and loneliness, celebrating Euchanist during the week and/or weekends and working with

ministers of other faiths for ecumenical services at the retirement community. He said, too, that the role there

could develop as the priest would see fit.

He mentioned that he could possibly have a room for residence for the priest. It'd him that was not

a concern right now. (If I get permission to work these, could that the a possibility somewhere in the future?)

also, I forgot to mention last wednesday,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold

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Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. James M. Ray



the division for aging hereat Charities has mini "vacations" for serious from nursing homes and the community. I have been asked if I would be willing to help. It would involve an over night at Villa Reedemen in Glenview with the serious and staff. I would celebrate whehint and help out and partake of the activities planned for the two days.

Thanks for all you clo for me, Pat- and everyone else, too.

Jun Ray



Archdiocesan Offices: 126 North Desplaines Street . Chicago, Illinois 60661-2357 Telephone (312) 655-7000 • TDD (312) 236-2800 • FAX (312) 263-4290

> Writer's Direct Line # 655-7445 23 June, 1885

I just want to fill you in on some dates and ministry Dear Pat.

2 July the wedding I am partupating in is at the First I am doing. Presbyterian Church of Du Page in Bollingbrook. I made reservations to visit my brother in Patland,

O regon. I will be gone July 27- August 6.

I am baptizing St. John of the Cross in Western Springs. I have a wedding for

from Boutlet, now living in climburst. The wedding who I married in april, 1992 going to be in Salina, Solinais.

be baptiging her at St. Irere's in Warrenville. No just had their first about,

Take care + Thanks.

ADMINISTRATOR Most Rev. Edwin M. Conway EXECUTIVE DIRECTOR Donald W. Kent DIRECTOR OF PROGRAMS Rev. Charles T. Rubey ASSOCIATE DIRECTOR OF PROGRAMS Rev. Michael M. Boland

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Michael M. Boland Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Rav

CONSULTANT Rev. Msgr. Vincent W. Cooke



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Rev. Charles T. Rubey

PAY SCALE AS OF JULY 1, 1995

Father James Ray	#73376 Area 051
Basic Seniority 110 x 20	\$ 6,850.00 2,200.00
	9,050.00 - 10%
Annual	- \$8,145.0
Monthly	- \$ 678.7
Car/transportation	
Annual	\$ 5,575.00
Monthly	\$ 464.59

MONSIGNOR KOENIG HALL INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

- 1. Unaccompanied, out of house activities include the following:
 - A) Archdiocese of Chicago as needed.

C)

- B) Catholic Charities Monday through Friday.
- D) Three free days per week, as designated.
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.
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- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence for supper each evening, Monday through Friday. Resident also has permission to have dinner at Catholic Charities every other Monday. On his days off he will be expected to be back in his residence by 11:00 p.m. During all other times, without specific permission, resident must be at residence.

ŧ

- 8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
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- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: Lames M-Ray
PRINTED NAME / James M. Ray
EXECUTIVE DIRECTOR: Land MI
PRINTED NAME: BerNATZEITE M. CONNOLLY
DATE: July 25, 1995



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

11 August, 1595

Dear Pat. I just want to remind you that I have the wedding at St. Michael's in Galena. With your permission I would like to stay out there the whole holiday welkend. I will be staying at a rented house with two couples from Bartlett, the On Sunday, September 10th, I am baptiging at St. Irene's in Warrenville. and again with your permission I would like to go away the first week of October with We are talking about going to Door County of we can get reservations some where. I'll give you a call in Is middle of the week. I høpe your summer is going well. Stay cool!

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney

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240 dober, 1995

COMPASSION IN ACTION SINCE 1917

Dean Pat, I want to let you know that I am doing a wedding at St. Patrick in Wadsworth on is from Wankegan is from Sibertyville. also, Bill D'any the head of the homes for aging and her frame, at Catholic Charities asked if I would be able to fill, in at Maryhoven or St Benedict's (mussing home) if the need were to arise. The priests serving them are elduly and sickly and he does not know how long they will last. In a sense, I do not feel this would be a change in ministry since I did it before at addordata Villa. I do not think there is any hung in this. We can discuss it when I have my protocol review Ath end of November , beginning of December. I hope you are doing well. Take care,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

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ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

Memo to File

From: Rev. Patrick O'Malley

Date: 12/9/95 Re: James Ray

Bernadette Connolly, Professional Fitness Review Administrator, and I met with James Ray on 12/4/95 to discuss his protocol. In Ray's situation, Bernadette is only his monitor. Ray's case has not yet been submitted to the Review Board. Ray presently is working at Catholic Charities.

His health is good at this time, though he is slightly overweight. He seems to like living at Mundelein with the one drawback of the long commute every day. He likes his work. Regarding his protocol, he has a couple of requests.

- 1. He requests a change in his protocol so that he be allowed more than 3 nights free each week. He is asking for 4 nights free per week. After some discussion, Bernadette Connolly indicated that her fear was that Ray might fall into a pattern that he had before, which was a problem for him. Ray used to be out late every night of the week under an earlier more permissive protocol.

 We then agreed to give him 4 nights a week, but he has to log how he spends those nights. He should share the log of course with Brnadette and us. If a pattern does develop of him using all four nights as he has done in the past, thus seemingly running away from things, he will will share that with us. Jim seemed open to this arrangement.
- 2. He asked if he could occasionally spend an overnight with friends who know his situation. Bernadette indicated that that already is part of his protocol and all he has to do is let Bernadette know.
- 3. Ray informed us of his already announced plan to ski from Jan. 5-12. From Jan. 13-17 he will be at a meeting in Tampa. On Feb. 28 he will be at Orlando for a meeting. All the meetings are with regard to his work.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

- 4. He indicated he has two weddings in March. Both of the weddings are in other dioceses. I told him that this is a problem because we would have to get permission from the local Bishop and would have to mention the presenting problem.
- Fr. Ray was obviously disappointed about this, wondering whether once again the rules had been changed. I accepted responsibility for not having informed him of this before. It just occurred to me that a wedding outside the diocese demand that he have faculties in another diocese. After consulting with Fr. Paprocki, I offered Ray two possibilities:
- a) That in fact we do apply for faculties for that one occasion for him. He said he would think about this since we would have to indicate that there has been a problem in the past.
- b) Ray himself suggested that possibly he could be on the altar concelebrating but take no great part in the ceremony. Paprocki did not seem to think this was a problem. Ray said he will get back to me about his decision.

MONSIGNOR KOENIG HALL INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

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 - B) Catholic Charities Monday through Friday.
 - D) Three free days per week, as designated. Four nights a week.
 - E) F)
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
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-2-

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- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: James May
PRINTED NAME: James MRay
EXECUTIVE DIRECTOR
PRINTED NAME: Bernstette M. Connolly.
DATE: 12 March 1996
,



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

13 March, 1986

Dear Pat,

I know we have talked about the weddings I amparticipating
in but since I have always put it in writing in the past

I thought I would continue to do so.

Jam concelebrating a wedding Mars for and on Saturday, 1956, at.

On Friday, in Downers Strove for wedding Mars at and ... I you are in I hope things are going well for you. You are in

my prayers.

Thank, Jun Roug

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan

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Rev. Daniel C. Jankowski Rev. James M. Ray Rev. Charles T. Rubey CONSULTANT Rev. Msgr. Vincent W. Cooke



Memo to File (ray07)

From: Rev. Patrick O'Malley

Date: 4/8/96

Re: Rev. James Ray

Fr. Ray came to visit me on 4/8/96. He told me that he is considering asking the Cardinal to allow him to go before the PFR Board. He wanted to bounce some things off me. We talked about what that could mean. I asked him to write a letter to the Cardinal officially asking for that appearance plus describing what it is he is going to petition the Board for. I asked him to send me a copy of that letter.

Jim Ray has been doing well and was told by Bernadette Connolly, the PFR Administrator that he should probably wait until after the results of the Cardinal's Commission in late April or early May. He will do so.

Once he has permission from the Cardinal, he may wish to look through his files just to make sure he knows what's in them. I would prepare Fr. Coughlin for the presentation he might wish to make to the PFR Board.

Ray said that he does not envision going back into a parish at this time because he does not wish to have an uproar such as accompanied John Calicott's return. He is satisfied with living at Mundelein and finds it very compatible. However, it is very far from his work at Catholic Charities. He would like to know if the possibility of being a chaplain at a retirement home might exist. I told him this is one of the things he could ask of the PFR Board.

Ray brought up the question about whether he would ever receive the \$300 per month for automatic stipends. I told him that priests usually do not. They get that money from the parishes in which they work. He wondered about the professors at Mundelein and I told him I did not know about that. I told him that it was our understanding initially that he would have access to some stipends. Jim mentioned that assistant associates get an additional \$100 from Charities. I told him to ask Bishop Conway whether he would be eligible for that amount. He said he would certainly ask. Jim said that he would be doing the following for ministry events:

A. Baptism at St. John the Evangelist in Streamwood on 4/21/96

ij.

- B. A wedding at St. Patrick's in Wadsworth on 7/13/96
- C. A wedding at St. John's in Streamwood on 8/24/96. This couple is the one who will have had the child baptized in April.
 - D. A wedding at St. Albert the Great parish on 9/7/96.

4/15/96 - Jim Ray has spoken to Bishop conway and will be recveiving the additional \$100.

I called Ray but left a message. We should do that soon.

P.O. Box 455 Mundelein, Il 60060

May 6, 1996

His Eminence Joseph Cardinal Bernadin P.O Box 1979 Chicago, IL 60690

Dear Joseph,

It is with great forethought and consideration that I submit this letter to you. The purpose is to ask your permission and approval to go before the fitness review team and be considered to return to a limited role of ministry.

I would like to acknowledge that in considering this, the opportunities for a return are narrowed. This fact is something I have contemplated over the last five years of my life. However, I would like to point out that during this difficult period, I have grown to understand the circumstances and behavior that led me to my present situation. Please note, that from day 1, I have been open and honest in working with the Vicar for Preists and I have accepted full responsibility and consequences for my actions.

Since that time, however, I feel I have made great strides spiritually, professionally and personally to return to some sort of ministry. I have done an admirable job in my role at Catholic Charities, and it is through that experience that I feel I have gained confidence to further my spiritual responsibilities. In my request to be reassessed by the fitness review board, I am asking if I can reside closer to my job at Catholic Charities, perform some ministry functions at a nursing home or retirement community while continuing in my current position, and help with Sunday Eucharist at a parish, should the need arise.

I realize in the current climate that a full return to a parish is not likely. I understand that, but believe that there are other avenues (as stated above) in which I could practice my skills as a priest. I am asking for your permission to begin pursuing some of these options. Your consideration in this manner is greatly appreciated.

Yours in the brotherhood of Christ,

CC: Bernadette Connolly

Memo (Ray09)

To: Cardinal Bernardin From: Rev. Patrick O'Malley

Date: 5/14/96
Re: James Ray

As discussed in the PCAC meeting of 5/13,

I believe you are in agreement with that. The only thing that remains is for you to drop a letter to James Ray telling him he has your permission; the next step is for him to write to the PFR Board with a copy of your letter asking for a supplementary review. If Tom Paprocki has not already done this for you, may I suggest the following letter:

DRAFT

Rev. James Ray Msgr. Koenig Hall P.O. Box 455 Mundelein, Illinois 60060

Dear Jim,

I brought your request to go before the Fitness Review Board to the Professional Conduct Administrative Committee on May 13. I have determined that you have my permission to go before the Board. The Vicar's office will be sharing the appropriate information from your file with the PFR Board.

May I also suggest that you postpone going before the Board until after the Commission has issued their report in early Summer.

I am assured by both Fr. Coughlin and Fr. O'Malley that you have been most cooperative with your protocol and with your last that you have done good work at Charities and I hope that such work will continue. If you have any further questions, please speak to Fr. Coughlin or Fr. O'Malley.

Respectfully yours, Cardinal Bernardin

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690

May 15, 1996

Dear Jim,

I brought your request to go before the Fitness Review Board to the Professional Conduct Administrative Committee on May 13. I have determined that you have my permission to go before the Board. The Vicar's office will be sharing the appropriate information from your file with the PFR Board.

May I also suggest that you postpone going before the Board until after the Commission has issued their report in early Summer.

I am assured by both Father Coughlin and Father O'Malley that you have been most cooperative with your protocol and with your L'm very pleased to hear that. I also know that you have done good work at Charities and I hope that such work will continue. If you have any further questions, please speak to Father Coughlin or Father O'Malley.

With cordial good wishes, I remain

Sincerely yours in Christ,

bregh Carl. Bemarkin

Archbishop of Chicago

Reverend James Ray Monsignor Koenig Hall P.O. Box 455 Mundelein, Illinois 60060



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

29 May, 1996

COMPASSION IN ACTION SINCE 1917

Dear Put

I want to share with you my schedule for June:

June 4-7 Pheasant Run June 7-12 Catholic Health association annual assembly in San antonio, Texas

June 16-27 Caribbean cruise and Disney World and

My sister-in -law is throwing a surprise 50th bithday ponty for my brother in Drogon the last weekend in July. I hope to be able to swing it so I can go and there for it. I told Bernadette I would talk to her about it.

I hope your June will be as exciting as mine I'm sure it will!

Thanks,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley

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Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Rav Rev. Charles T. Rubey

CONSULTANT Rev. Msgr. Vincent W. Cooke





Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Memo (RAY10)

To: Professional Fitness Review Board

Ms. Bernadette Connolley, Administrator

From: Vicar for Priest Office

Re: Rev. James Ray

6/3/96

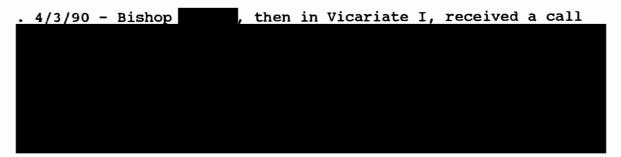
Fr. Ray has received permission from the Cardinal to have the PFRBD review his case with a view towards regularizing his situation in ministry and living.

On Feb. 18, 1995, Fr. O'Malley presented a summary of the salient matters in Fr. Ray's case to the PFRBD in an anonymous presentation.

Fr. Ray was ordained in 1975 and is about 46 years old. Parish assignments were:
St. Anastasia, Waukegan (75-82),
St. Peter Damien, Bartlett (82-89)
Transfiguration, Wauconda (89-91)

Since November, 1991, Fr. Ray has lived in supervised housing, first at then at Koenig Hall where he presently resides. Fr. Ray works full time at Catholic Charities with work supervisor informed. Fr. Ray does some ministry, but never with minors. All ministry must be cleared first through the Vicars' office.

PRESENTING PROBLEM



The family decided not to pursue this matter legally. They wanted to notify church authorities and that the matter be kept confidential and be dealt with as an internal matter by the



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church. This desire of the family was stressed by
. 4/4/90 - Bishop informs Vicar for Priests, Fr. Goedert.
. 4/27/90 - Fr. G finally catches up
have to be notified, still did not give
name. He said he had to confer with the family.
. 5/7/90 - informs Goedert that boy's family is adamant

. 5/21/90 - Fr. G met with Ray. Ray was very cooperative and wanted to get help. He was assured he was dealing with Fr. G in a pastoral way and that things would be kept as confidential as possible, as was the procedure in those days.

about any further involvement. They want the church to take care of it. They do not want their son's name given to the church.



Fr. Goedert warned Fr. Ray he must not be in presence of minors etc. without another adult being present.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

. 5/23/90 - Goedert re-contacts Tells him of Ray's admission and that Ray will get help. Offers to assist with costs

- . 6/18/90 -
- . 7/90 -
- . 8/30/90 Family agrees to meet with Fr. Goedert.
- . 10/30/90 Enclosed is a copy of MEMORANDUM OF AGREEMENT ("II") signed by Fr. Ray and his pastor, Fr. Zavaski, and Fr. Goedert
- . 6/17/91 Meeting of Goedert and Fr. Ray to assess improvement.

 Fr. Ray seeks way to help reimburse archdiocese for expenses incurred.
- . 11/91 Cardinal's Commission reviewed Ray's case and recommended that he be withdrawn from the parish.
- . 11/11/91 Cardinal informs Ray he must leave Transfiguration by 11/15/91. Ray will move to Mercy Hospital for temporary housing. Parish is informed. Ray is under strict protocol.
- . 11/20/91 Call from 28 year old man who reported incidents around 74/75 from St. Anastasia parish.
- This is the only such allegation from this man. He did not want to follow it up anymore. Ray was informed.
- . January 1992, Ray is assigned to help part time at Catholic Charities in a job (hospital administration) with no contact with children. His job supervisor knew of the situation and was monitoring him.
- . During this time, Ray was under strict protocol, Ray was

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VICAR FOR PRIESTS

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performing some specific acts of ministry, baptism, marriage, etc but with Vicar's permission. Ray was very cooperative in every aspect of his protocol.

- aspect of his protocol.

 . 12/92 Full time at Charities.
- . 1993 Bernadette Connolley was involved in Ray's supervision at this time.
- . Oct. 2-18/93 gets permission to go on pilgrimage to Medjugorgia. Accompanying priest is made aware of situation and agrees to act as monitor.
- . 11/3/93 -
- . 11/26/93 With Bernadette's cooperation, Ray was put under a very much stricter protocol for an indefinite period. See enclosed copy ("III").
- . Ray has always been most cooperative with his protocol and with our staff.
- . 4/29/94 -
- . 11/22/94 -
- . 2/18/95 Vicars disclose Fr. Ray's case to the PFRBD anonymously. It was termed the case of "Fr. C".
- . 4/5/95 -

Other enclosures:
Up to date protocols ("VI")

Memo to File (ray11)
From: Rev. Patrick O'Malley
Date: 6/8/96
Re: James Ray
On 6/3/96 I received a call of

On 6/3/96 I received a call from Fr. OSA, from Detroit. told me that, while working here on development for his order, he also used to say Mass for the Sisters of St. Casimir out near Holy Cross Hospital at their motherhouse. When he left, a classmate of his took over, but now the classmate has to move on to another appointment. The Sisters have no one to say Mass.

The contact person at the Sisters of St. Casimir is Sr.

had done some work at himself and wondered if perhaps one of the guys who is exercising some limited ministry at this time could help out with daily Mass on occasion.

phone number in Detroit is

I spoke to Fr. James Ray, who has a limited ministry at this time. Ray is able on occasion to help in saying Mass at some institutions where there are no minors involved. Ray will contact Sr. to see what their needs are and to see whether he could possibly be of help.

It may well be that this could be a setting for Fr. Ray in the future if the PFR Board gives him permission to move away from Koenig Hall to a setting in a convent like this. He could say Mass there and continue his work at Catholic Charities. Ray will contact Sr. and pursue that possibility.

Ray's case will be going before the PFR Board within the next couple of months. I have prepared the files that need to be sent over there. He has reviewed them. I will give him a copy of what I am sending to the PFR Board.



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28 January, 1997

Rev. Lawrence Mc Brady 645 N. Michigan Avenue Suite 543 Chicago. Illinois 60611

Dear Larry,

This is to inform you that I have been asked to perform the wedding of and her fiance at Woodlands in Lake Forest on

Also I have been asked to perform a baptism for the child of the child baptized in May at St. John the Evangelist in Streamwood.

I would like to receive permission from your office to officiate at these sacraments.

Thank you,

ADMINISTRATOR
Rev. Edwin M. Conway

EXECUTIVE DIRECTOR
Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubev DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellan E. Gomey Kathleen J. McGowan Walter H. Ousley Evereu T. Petifcki

Paril D Cubloseld

ASSOCIATE ADMINISTRATORS Rev. Michael M. Boland Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Darriel M. Holihan Rev. Darriel C. Jenkowski Rev. Jernes M. Ray CONSULTANT Rev. Magr. Vincent W. Cooke







COMPASSION IN ACTION SINCE 1917

3 February, 1997

Dear Bernadette,

Here are the dates that I will be out over night:

11 February I will be at the Villa Redeemer Retreat House in Glenview on an overnighter with senior citizens sponsored by Catholic Charities.

March 14-19 I will be in Corpus Christi, Texas attending the National Association of Catholic Chaplains.

I think I forgot to mention I will also be overnight at a hotel near O'Hare airport either 18 February or 4 March for the Conference of Diocesan Coordinators of Health Affairs. I am now a member of the coordinating board of CDCHA and we will be having an over night meeting on one of those dates. I am waiting to hear which one.

Also, I am planning to take a vacation with sometime in the middle of May.

and we are talking about

Thanks. And I hope you are doing well.

cc: Fr. Larry McBrady

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Onald W. Kent

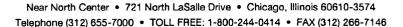
DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

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Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holinan
Rev. James M. Ray







COMPASSION IN ACTION SINCE 1917

21 February, 1997

Dear Larry,

This is just to let you know that I am doing a memorial Mass for Lady of Humility in Zion on Tuesday, Lady at 7 PM.

Also, I performing the marriage of ______at John the Evangelist in Streamwood on Saturday, _____1997.

Thanks,

P.S. I thought I got this in the mail to you on Friday, but didn't - sorry about that. Tuesday AM.

ADMINISTRATOR
Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan

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Rev. Msgr. Vincent W. Cooke

Rev. Daniel M. Holihan Rev. James M. Ray



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ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

MEMO

TO: Rev. Thomas J. Paprocki

FROM: Rev. Lawrence P. McBradgo

RE: Rev. James M. Ray DATE: March 17, 1997

In a recent conversation with Fr. Dick Saudis I was informed that your file on Jim Ray indicates that he is not permitted to engage in any type of public ministry. Since this is no longer the case, I wish to advise you concerning Jim's present status.

In November, 1993, Jim's protocol was changed to read: "The resident is restricted to celebrating Mass with the priests at Catholic Charities or with priests at the retreat house. There must be no other public ministry of any sort. This includes Mass, confession, administration of the sacraments, funerals, wakes, public prayers, weddings, etc."

During 1994, Jim made important strides and as an acknowledgement of this, his protocol was relaxed. At the present time he is permitted to engage in public ministry as long as each wedding, funeral etc. is cleared through the Vicar for Priests' Office. Jim has been consistently cooperative and this method of requesting permission is working well.

I hope this information is helpful.

INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol.

I.	Unaccompanied, out of house activities include the following:
	A) Archdiocese of Chicago, as needed B) Catholic Charities - Monday through Friday
	C) D) E)
II.	Fr. Ray is accountable for his own time while residing at take overnights, vacations, or business trips unless prior approval is obtained from the Executive Director or Vicar for Priests.
III.	Fr. Ray is restricted to celebrating Mass with the priests at Catholic Charities, priests at and at Mercy Hospital. Fr. Ray must obtain approval from the Vicar for Priests in conjunction with the Executive Director for administration of sacraments, funerals, weddings, etc.
IV.	Visitation can only occur at the resident's visiting room. Approval for visitors to stay overnight must be obtained from the Executive Director.
v.	No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
VI.	Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
VII.	In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
VIII.	This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the offices of the Professional Fitness Review Administrator and the Vicar for Priests.
IX.	This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.
SIGNI	ED: Jamis M. Ray
	TED NAME: Jahren MRG DATE 1 April 1987
EXEC	UTIVE DIRECTOR LEGISLO DATE 4/8/97

INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol.

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IX.	This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.
SIGNI	ED: James M. Kong
PRIN	TED NAME: Toman MRay DATE 1 April 1987
	UTIVE DIRECTOR CETAL DATE 4/8/94
_	



25 April 1997

Dear Bernadette.

For your information, here are the dates I will be out over night:

May 17-24 I will be in southern California. I am going with celebrate their graduations. We will be visiting some friends of mine and sight seeing.

April 26 I am spending the night at Koenig Hall in Mundelein.

May 9 I am spending the night at the

May 27 is an overnight at Villa Redeemer Retreat House with seniors from Catholic Charities nursing homes.

June 7-11 I will be staying at the Marriott Hotel in Chicago for the Catholic Health Association Assembly.

I don't know if you need or want to know, but the sacraments I am doing as of now are:

April 25, today, I am doing a funeral at St. Hubert parish in Hoffman Estates.

May 24 I am doing a baptism at St. John the Evangelist in Streamwood.

May 31 I am doing a wedding at St. John the Evangelist in Streamwood.

June 21 I am doing a wedding at a chapel in Lake Forest (I just forgot the name of the place.)

And I have been asked to do a baptism at Santa Maria Del Popolo in Mundelein. No date has been set for that yet. youdan't promet when

I hope you are doing well. Take care.

cc Fr. Larry McBrady.

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubev

DIVISION MANAGERS Michelle A. Amold William G. D'Arcy

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Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev., Roger J. Coughlin . . .

Rev. Charles T. Rubey Rev. Richard F. Bulwith Rev. Daniel C. Jankowski CONSULTANTS Rev. Msgr. Vincent W. Cooke ..

Rev. Daniel M. Holihan Rev. James M. Ray

Serving Cook and Lake Counties





COMPASSION IN ACTION SINCE 1917

3 June, 1997

Dear Bernadette,

This is a note to remind you that June 7-11 I will be staying over night at the Marriott Hotel on Michigan Avenue in Chicago for the Catholic Health Association Assembly.

And then on June 11 I will be flying to Portland, Oregon to attend my nephew's graduation from high school. I will be staying with my brother's family in will return on Sunday evening June 15.

Have a great Summer!

Jim Roy Jim sony Idilait get this in the mail to forry, I'm sonny Idilait get this in the mail to you already have a not about the 7-114.

You last week. You already have a not about the 7-114.

But want to belyon know I'll be in Oregon 11-15 ch of fune.

Take case.

CC Fr. Larry McBrady

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

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Rev. Richard E. Bulwith
Rev. Daniel C. Jankowski

CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan
Rev. James M. Ray



MEMO

TO: File

FROM: Larry McBrady

DATE: February 2, 1998

RE: Jim Ray

On December 30, 1997, Jim Ray asked me to make a proposal to PCAC. John Kobus, chaplain at St. Mary of Nazareth Hospital and chaplain at Mercy Hospital, have each approached Jim about his availability to handle the night time emergencies at the two hospitals. This would consist of Jim's driving to the hospital at night for a specific emergency - as opposed to being in residence over night. At St. Mary of Nazareth Hospital Sister the president, is aware that Jim is a client of this office. At Mercy, is fully aware.

I suggested that at the end of each month Jim send a list of all emergencies to which he has responded, to this office as well the Office of the Fitness Review administrator. Jim has agreed to do this and Bernadette sees this as helpful. I notified Jim on the 27th of January that this arrangement would be effective immediately.

On January 28th I met with Jim here in the office to share the disicussion that had transpired at the PCAC meeting and to affirm Jim in his continuing attempts to enter into fuller ministry. I reminded Jim of the importance of his remaining true to his protocol in order to continue on the road to more active ministry.

13 March, 1998

Dear Larry,

I want to let you know that March 27-April 1 I am going to be in Colorado Springs, Colorado attending the National Association of Catholic Chaplains annual meeting.

Also, I have been called out to Mercy Hospital twice. On Monday, March 2, at 5:30AM I was called out anoint a woman who was probably going to be pronounced brain dead after some more tests. And on Monday, March 9, at 5:45AM I was called out for a death.

I hope you are doing well. Take care.

Memo from
Reverend Thomas J. Paprocki
To
655-7445
Pr. Jim Ray, asking
permission to do fineral
der_
at
Littleton, Co. Ouhdinse
Merren). En Roy is a
close friend of herz; dying
He has been cooperative.
Call sever Monello for fourther.

ARCHDIOCESE, OF CHICAGO

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

MEMO

TO:

File

FROM:

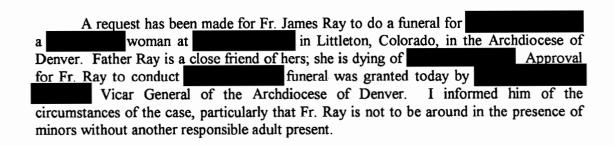
DATE:

Reverend Thomas J. Paprocki, Chancellor

April 16, 1998

RE:

Fr. James Ray







22 May, 1998

Dear Bernadette,

I am writing to let you know that I will be out of town for two weeks in June.

June 6-10 I will be in New Orleans attending the Catholic Health Association General

Assembly. The meeting is at the Marriott Hotel and I will be staying across the street

at the Sheraton Hotel. The phone number: is 504-525-2500.

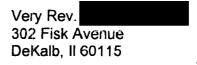
Then June 11-21 I will be going out to Oregon for my niece's graduation

from high school. The phone number at my brother's is

I hope all is going well with you and I will talk to you soon.

Sincerely

cc. Father Larry McBrady



August 13, 1998

Rev. Thomas J. Paprocki, S.T.L., J.D., J.C.D. P.O. Box 1979 Chicago, Il 60690





Dear Father Paprocki,

ŧ

I am writing in response to a young couple preparing for marriage here at St. Mary Church, DeKalb, II. The couple, have asked permission to have a priest of the Archdiocese of Chicago preside at their wedding ceremony on the couple, the prospective bride, came to know Father James Ray, the priest above, through his ministry at Transfiguration Parish in Wauconda, II.)

The specific purpose of my letter is to inquire whether there is any rescriction on Father Ray's ministry

If the Archdiocese has no restrictions on Fr. Ray's ministry, I would be only too happy to give him delegation for marriage ceremony.

Many thanks for your assistance in helping this wedding couple plan their celebration.

Yours in Christ,

Pastor, St. Mary Church DeKalb, II.

Dear Larry,

This is to officially notify you in writing that I am marrying on at St. John the Evangelist in Sreamwood.

I also have the information we need to get permission from the Diocese of Rockford for a wedding there next June.

The wedding will take place at St. Mary Church in DeKalb, Illinois on The bride, originally from The groom is

The priest they have been talking to in the parish is Fr.

Thank you for your consideration and efforts.

I hope you are doing well. Take care.

Jim Ray

ARCHDIOCESE, OF CHICAGO

Office of the Chancellor



MEMORANDUM

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

OCT 1:5:19983

TO:

File

FROM:

Reverend Thomas J. Paprocki, Chancellor

DATE:

September 28, 1998

RE:

Fr. James Ray

A request has been made for Fr. James Ray to do a funeral for mother at St. Anthony Parish in Oregon, in the Archdiocese of Portland. Approval for Fr. Ray to conduct funeral was granted today by Chancellor of the Archdiocese of Portland. I informed her of the circumstances of the case, particularly that Fr. Ray is not to be alone in the presence of minors without another responsible adult present. Father Ray will be traveling to Oregon with his family. The funeral will take place on Wednesday, will inform the Pastor of St. Anthony Parish accordingly.

bc: Rev. Lawrence P. McBrady, Vicar for Priests Office



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611



MEMO

TO: Rev. Thomas J. Paprocki

FROM: Rev. Lawrence P. McBrady .. M-B.

DATE: September 30, 1998

RE: Rev. James Ray

Jim Ray received permission earlier to perform the wedding at St. John the Evangelist in Streamwood. (See attached letter).

He is now requesting permission to perform a wedding in the Rockford Diocese. I asked him to supply the necessary information.

Father has called this office to express his openness to having Jim perform the ceremony.

I ask that you contact the chancellor's office in Rockford.

Thanks, Tom!

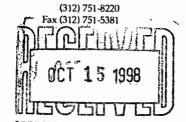
ARCHDIOCESE, OF CHICAGO

Office of the Chancellor



October 9, 1998

Post Office Box 1979 Chicago, Illinois 60690



Rev. Msgr.
Chancellor
Diocese of Rockford
P.O. Box 7044
Rockford, Illinois 61126-7044

Dear Monsignor

Enclosed is a copy of a letter from Very Rev. Pastor of St. Mary Church in DeKalb, Illinois, inquiring whether there is any restriction on the ministry of Father James Ray, a priest of the Archdiocese of Chicago. Father Ray has been asked to preside at the wedding of a couple at St. Mary Church on

Please be advised that Father Ray was placed on administrative leave in 1991 due to an allegation of sexual misconduct with a minor. At the time, Father Ray was Associate Pastor of Transfiguration Parish in Wauconda. The prospective bride for the wedding at St. Mary's in DeKalb came to know Father Ray through his ministry at Transfiguration Parish.

Father Ray's ministry continues to be restricted to non-parochial settings, although he has been given permission on a case-by-case basis for funerals and weddings.

Since the proposed wedding is scheduled to take place in the Diocese of Rockford, Father Ray has been advised that the decision to grant permission for this wedding pertains to the Diocese of Rockford. If such permission is granted, it would be important for the officials of the diocese and the pastor of the parish to be aware of the restriction that Father Ray is not to be alone in the presence of a minor without another responsible adult present.

If you have any questions, please feel free to call me.

With cordial good wishes, I remain

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Thomas J. Pagrocki

Chancellor

Cc: Very Rev.

Pastor, St. Mary Church, DeKalb

Rev. Lawrence P. McBrady, Vicar for Priests Office



Diocese of Rockford



1245 North Court Street P.O. Box 7044 Rockford, Illinois 61126

(815) 962-3709 FAX (815) 968-2824

October 19, 1998

The Very Reverend
St. Mary Parish Office
302 Fisk Avenue
DeKalb, IL 60115

Dear Father

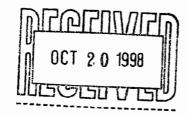
Your letter of August 13, 1998 to Father Thomas Paprocki, Chancellor of the Archdiocese of Chicago, concerning the proposal of Father James Ray presiding at a wedding ceremony at St. Mary Church, DeKalb, on has been referred to me by Father Paprocki. In view of the restrictions on the ministry of Father Ray, as determined by the Archdiocese of Chicago, permission for him to officiate at this wedding is not granted. Please inform the prospective bride and groom of this decision by the Rockford Chancery.

With every good wish, I remain

Sincerely yours in Christ,

Reverend Monsignor
Chancellor

Copy: Reverend Thomas J. Paprocki, Chancellor, Archdiocese of Chicago
Reverend Lawrence P. McBrady, Vicar for Priests Office, Archdiocese of Chicago



ARCHDIOCESE, OF CHICAGO



Office of Professional Fitness Review

1-East Superior Saite 501

676 N. St. Clair

Ghicago, IL. 60611 Suite 1910

Chicago, IL 60611

(312) 751-5205 1-800-994-6200 Fax (312) 751-5279

MEMO TO FILE: PFR-36

FROM:

Kathleen Leggdas, Administrator

RE:

Reverend James Ray

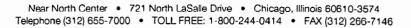
DATE:

November 23, 1998

Father Ray, Bernadette Connolly and I met as a way to transition from Bernadette Connelly and provide closure to the clients. Additionally, this provided the client and me with an opportunity to get acquainted, review protocol, client expectations, etc.

Much of the discussion focused on Father Ray's current residence. Effective January 1, 1999, the responsibility for the house will be transferred from Professional Fitness Review Administrator to the Vicar for Priest's Office.

Jim had no specific suggestions regarding services provided by our office.





30 December, 1998

Dear Larry.

I just want to let you know that I will be doing a couple of baptisms next month at St. John the Evangelist in Streamwood.

On January 9, 1999 I will be baptizing son of On January 30, 1999 I will be baptizing son of

Also, I just got a phone call last night from a couple who I married two years ago. They had a new son on December 22, 1998. They have not as of yet asked me to baptize but I will not be surprised if they do.

Have a Blessed New Year. I will talk to you when I get back from my trips.

Take care.

Jimkon

ADMINISTRATOR Rev. Michael M. Boland EXECUTIVE DIRECTOR Donald W. Kent ASSOC. EXECUTIVE DIR. Jimmy M. Lago DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

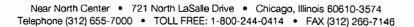
ASSOCIATE ADMINISTRATORS DIRECTOR OF FINANCE Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Ray Rev. Charles T. Rubey Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo CONSULTANT







COMPASSION IN ACTION SINCE 1917

22 December, 1998

Dear Larry,

I just got of the phone with you and realized that I had not yet sent a note informing you that I am going to be out of town the first two weeks of January. So here it is.

January 1-8 I will be in Michigan skiing at Boyne Mountain.

January 9-16 I will be in Florida. Sunday through Wednesday I will be at the Embassy Suites in Boca Raton, Florida attending the Conference of Diocesan Coordinators of Health Affairs. Then Wednesday evening through Saturday morning I will be visiting in Deerfield Beach. some friends,

If you should need to reach me for any reason the phone numbers I will be at are:

Boyne Mountain:

Embassy Suites:

Have a Blessed Christmas and a Healthy New Year.

ADMINISTRATOR Rev. Michael M. Boland EXECUTIVE DIRECTOR Donald W. Kent ASSOC. EXECUTIVE DIR. Jimmy M. Lago DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS DIRECTOR OF FINANCE Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin Rev. Daniel M. Holihan

Rev. Daniel C. Jankowski Rev. James M. Rav. Rev. Charles T. Rubey

Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo





Dear Kathleen,

10 February, 1999

Here are some dates that I would like you to know that I will be out of town.

March 7-11 I will be attending a meeting in Las Vegas for the executive board meeting of the Conference of Diocesan Coordinators of Health Affairs. Actually the meeting is only two days, but the best price was to stay for four days. What can I say?

April 21-25 I will be in San Diego for the annual meeting of the National Association of Catholic Chaplains.

June 4-8 I will be in Orlando, Florida for the annual Catholic Health Association Meeting.

June 8-11 I will be at the priest convocation in St. Charles, Illinois

Also a friend of mine won two nights at a place in the Wisconsin Dells and she invited me to join her. We have not set a date yet, I will let you know. But it will probably be before the end of May.

take care, Jun Kanz cc Fr. Larry McBrad

ADMINISTRATOR Rev. Michael M. Boland EXECUTIVE DIRECTOR Donald W. Kent ASSOC. EXECUTIVE DIR. Jimmy M. Lago DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gomey Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

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Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Rav Rev. Charles T. Rubey

Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo



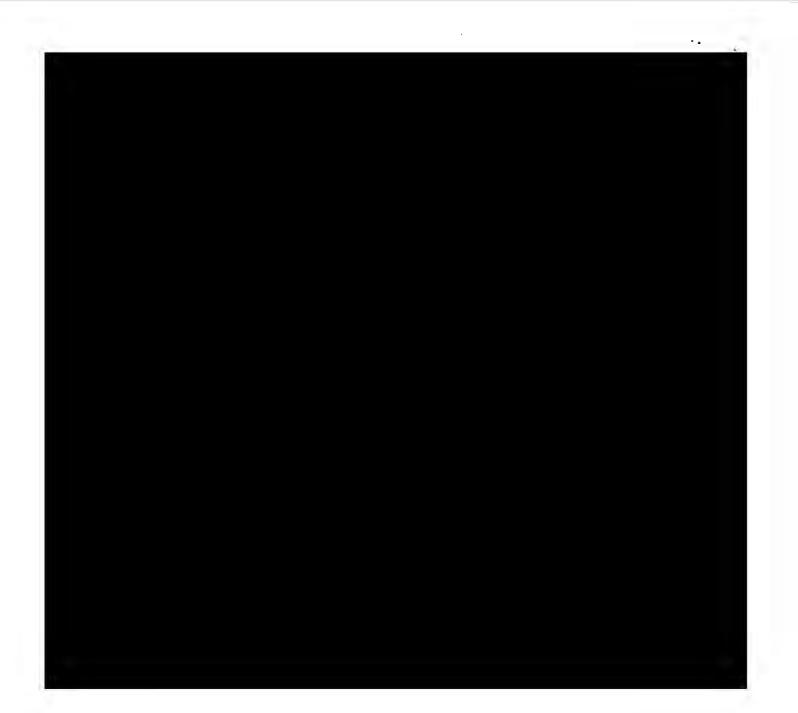
Tom,

As you will recall, Jim Ray has a request before you to celebrate a wedding in LaJolla, CA. While the wedding isn't until ** 2, the family is pressuring Jim for an answer. If you can look into this soon it will be very helpful.

A M.B.L.

Thanks for giving this your consideration.

Luanne - Jul make out payrall as you do for other Tranker Hary Ran Jun Ray Payable to Rev. James Ray This is combined Send to Jim Silvia with his check Catholic Charities received from Cath Charities 721 N. La Salle Clucago 606/0



DRAFT

CLIENT SERVICES DOCUMENTATION

Client Name: Jim Rang	PFR File #: 36
Person Initiating Contact: Jim Ray Name	1 Chint
Person Contacted: Kathlen Leggland PFRA Name Titl	
Type of Contact: (Check one)	
Telephone	In person discussion:
Letter	Staffing
Fax	Board Meeting
	Client PFRA
	Other: (Specify)
Summary:	
agail 6th at Villa Redumer Ret Ha	une with Senion Inght
april 16 Battett Concert + Baptis	
april 27 + 28 at Wisconsin Dell	
won a trys.	<u> </u>
	1.1 01 +
* all reflect oringht plans en	
required to inform PFRA per	protocal.
Zathleen Legedan Signature of PFRA	april 5, 1999 Date

Off: (312) 642-1837 Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

M E M O

TO: Fr. Paprocki

FROM: Fr. McBrady

RE: Fr. Jim Ray

DATE: April 28, 1999

Two matters with regard to Jim Ray:

First, Jim seeks permission to officiate at a marriage in LaJolla, California. (See next page). The family come from St. Peter Damian, Bartlett and have rquested Jim. They have lived in California for the past 12 years. I would appreciate you making contact with the chancellor for permission.

Secondly, Jim and I feel it is appropriate for his office position to be added to the directory because he does receive a high volume of calls in his liaison position. (See page 3).

Thanks for your assistance, Tom.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

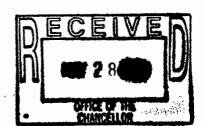
MEMORANDUM

TO: Fr. Paprocki

FR: Fr. McBrady .

RE: Fr. Jim Ray

DT: May 28, 1999



Bishop Conway and Jim Ray met recently to discuss an appropriate title for Jim in his work with Health Care. They determined that his title should be "Assistant Liaison for Health Care."

If you have any questions regarding this, please give me a call.



14 June, 1999

Dear Kathleen,

I want to share with you my schedule for the next few months so you will have it for your files.

June 22 I will be over night at the Villa Redeemer Retreat House for our Nursing home over night vacation.

July 28 till August 6th I will be in Scotland and England.

August 26 till September 5^{th} or 6^{th} I will be visiting my brother in Portland, Oregon

September 14 is another overnighter with the seniors at Villa Redeemer.

September 30 till October 4th I will be in San Diego for a wedding.

I hope you are doing well and that your summer will be as exciting and as enjoyable as mine.

Sincerely,

cc Rev. Larry McBrady

ADMINISTRATOR ...
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

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Rev. Roger J. Coughlin
Rev. Daniel M. Holihan
Rev. Daniel C. Jankowski
Rev. James M. Ray
Rev. Charles T. Rubey

DIRECTOR OF FINANCE
Cynthia D. Smetana
DIR. OF HUMAN RESOURCES
Violet Sabo
CONSULTANT
Most Rev. Edwin M. Conway, D.D.

COUNCIL ON ACCREDITATION
OF SERVICES FOR FAMILES
AND CHILD DREN. INC.

ACCREDITED

SS ()

Archdiocese of Chicago

Priests' Payroll Authorization Form

Please Complete Applicable Sections. Incomplete Forms Delay Processing 8/17/60.

Name Roy. James Ray	Position Client 10002
Agency Vicar for Pricate	Agency Acct. No. 10-022-5001
F/T P/T 🐰	Year of Ordination 1975

Salary (CF Comp. Guidelines)	Annual Salary \$9,300.00	Monthly Salary
Mass Stipends Note: Normally a resident priest receives his M parish. If there is a variation from this policy, it Services and the Vicar for Administration.		
Other Factors: MAIL TO: Jim Silvia Catholic Charities 721 N. LaSalle Chicago, IL 60610	S	S
Nèw Hire F/T P/T	Hire Date 7/1/99	. •
If part-time, hours worked per week:		
Transfer Promotion	New Position	
New Agency	New Salary	
Department Account#	Per E	ffective
CHANGE STATUS FROM F/T P/T	TO F/T P/T	
New Salary	Per E	Effective
If part-time, hours worked per week:	- 	
1 Terminate 🗀 Effective		
2 Leave of Absence Effective		
3 Return from Leave of Absence Effe	ective	
Signature is required by each of the following office	es before this payroll action	will be executed.
Agency Director grant / 11-1/2/20	Date (///e/e	
Department Director Gast Facles	Date 6/23/99	
Vicar for Administration	Date	
Reviewed by Director of Personnel Services	Date 1/2/19	
Please Obtain Authorized Signatures	and Return To Employee Serv	rices
Distribution:		
☐ White: Payroll ☐ Yellow: Employee Services ☐	Pink: Agency Director	

ARCHDIOCESE, OF CHICAGO

Office of the Chancellor



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

June 29, 1999

Chancellor/Moderator of the Curia Diocese of San Diego P.O. Box 85728 San Diego, CA 92186-5728

Dear

cc:

Father James Ray, a priest of the Archdiocese of Chicago, has been requested to preside at the wedding of at a large in LaJolla, California, on The family is from Illinois, where Father Ray previously served as Associate Pastor from 1982-1989.

Please be advised that Father Ray was placed on administrative leave in 1991 due to an allegation of sexual misconduct with a minor. At the time, Father Ray was Associate Pastor of Transfiguration Parish in Wauconda. He currently serves in a non-parochial ministry as Assistant Liaison for Health Care.

Father Ray's ministry continues to be restricted to non-parochial settings, although he has been given permission on a case-by-case basis for funerals and weddings.

Since the proposed wedding is scheduled to take place in the Diocese of San Diego, Father Ray has been advised that the decision to grant permission for this wedding pertains to the Diocese of San Diego. If such permission is granted, it would be important for the officials of the diocese and the pastor of the parish to be aware of the restriction that Father Ray is not to be alone in the presence of a minor without another responsible adult present.

If you have any questions, please feel free to call me.

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Thomas J. Panacki

Chancellor

Rev. Lawrence P. McBrady, Vicar for Priests Office

Memo from Reverend Thomas J. Paprocki

Please do Charge notice

for Outhliveson Juston:

() p. 33 - mode "Health/Hospital

Offins": add address
721 N. fa balle, Chings, 16 60610.

Tal. # is O.K.

app : most Br. Edwin M. Conway,

fision. Charge: Br. James

Roy, Ossistant Liaison.

(2) p. 240-under fr. Jones Pay's mome: feep p.o. Boxashara, but under that, ash: "ASSISTANT LIAISON FOR CHEEN HEALTH CARE" 721 N. LASALLE DRIVE CHICA GO, IL 60610



Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name Rev. James Ray	Position Client
Agency Vicar for Priests	Agency Acct. No. 10-082-002-5001
F/T P/T x	Year of Ordination 1975

		Annual Salary	Monthly Salary	
	Salary (CF Comp. Guidelines)	\$ 9,300.00	\$	
Δ	Mass Stipends Note: Normally a resident priest receives his parish. If there is a variation from this policy Services and the Vicar for Administration.			
	Other Factors: MAIL TO: Jim Silvia Catholic Charities 721 N. LaSalle Chicago, IL 60610	\$	\$	
D	New Hire F/T P/TX	Hire Date 7/1/99		
D	If part-time, hours worked per week:	_		
	Transfer Promotion	New Position		
	New Agency New Salary			
U	Department Account#	Per	Effective	
	CHANGE STATUS FROM F/TP/T	TO F/TP/T		
	New Salary	Per	Effective	
	If part-time, hours worked per week:		<i>.</i>	
	1 Terminate 🗀 Effective			
	2 Leave of Absence Effective			
	3 Return from Leave of Absence 🔲 1	Effective		
Siç	gnature is required by each of the following o	ffices before this payroll action	will be executed.	
] Ag∈	ency Director	Date		
Dep	partment Director	Date		
V ice	ar for Administration	Date		
	iewed by Director of Personnel Services	Date		





July 9, 1999

Reverend Thomas J. Paprocki Chancellor Diocese of Chicago P. O. Box 1979 Chicago, Illinois 60690

Dear Father Paprocki:

In response to your letter of June 29 in reference to Father James Ray, Bishop is not able to grant permission for Father Ray to celebrate the wedding of at in La Jolla, California, on

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,



PASTORAL CENTER • P. O. 80x 85728 • San Diego, California 92186-5728 • Telephone: (619) 490-8200 • Fax: (619) 490-8272

For publication in The New World

Not for publication

DATE: July 12, 1999

ARCHDIOCESE OF CHICAGO OFFICE OF THE CHANCELLOR

TO: OFC. OF CONSULTATIVE BODIES
ARCHDIOCESAN DIRECTORY
MANAGEMENT INFORMATION SERV.
MISSION PRESS

PRIESTS' RETIREMENT & MUTUAL AID ASS'N.
OFC. OF REAL ESTATE & INSURANCE
OFC. FOR RELIGIOUS
VICAR FOR PRIESTS
VICAR FOR SENIOR PRIESTS

PRIESTS' PLACEMENT BOARD

THE FOLLOWING CHANGE IS EFFECTIVE: ___immediately

REVEREND JAMES M. RAY, '75

Please add to page 240: Assistant Liaison for Health Care

721 N. LaSalle Dr. Chicago, IL 60610 312 655 7445

On page 33 under Health/Hospital Affairs, please add:

721 N. LaSalle Dr. Chicago, IL 60610

Most Rev. Edwin M. Conway, Liaison Rev. James M. Ray, Assistant Liaison

Archdiocese of Chicago Priests' Payroll Authorization Form

Priests' Payroll Authorization Form
Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name	1	(James Ray) Catholic Charities	Position Client
Agenc	y		Agency Acct. No. 10685-601000
F/T	Υ	P/T	Year of Ordination 1975

		Annual Sa	lary Monthly Salary
	Salary (CF Comp. Guidelines)	\$	\$ _{747.71}
Δ	Mass Stipends Note: Normally a resident priest receives parish. If there is a variation from this police. Services and the Vicar for Administration.	cy, it must be approved by	
<i>,</i> .	Other Factors: MAKE CHECK PAYABLE TO	CATHOLIC CHARITIES	
	MAIL to: Catholic Charities Attn: David Kich 721 N. LaSalle Left Chicago, IL	 6061 D \$	S
D	New Hire F/T P/T	Hire Date	ıly 1, 1999
D	If part-time, hours worked per week:		
	TransferPromotion	New Position_	
	New Agency	New Salary	
	Department Account#	Per	Effective
	CHANGE STATUS FROM F/T P/T	TO F/TP	/T
	New Salary	Per	Effective
	If part-time, hours worked per week:		
	1 Terminate 🗀 Effective		
	2 Leave of Absence Effective		
	3 Return from Leave of Absence	Effective	
Sig	nature is required by each of the following		action will be executed.
Age	ency Director	Date 8/5	-/99
Department Director		/ Date /	
☐ Vicar for Administration		['] Date	
Revi	lewed by Director of Personnel Services	Date	
Distribut	Please Obtain Authorized Signat	ures and Return To Employ	vee Services



17 August, 1999

Dear Larry,

Here are copies of the two of the three checks I received from the Archdiocese. The one I cashed was around \$250. I have no idea why I am receiving them.

About our salaries:

When the diocese started deducting the 10% to help defray costs in 1992 my salary was reduced by \$70 a month or about \$840 a year.

I am now looking at a 97-98 salary schedule: For 24 years of ordination 10% is \$1,958 or about \$162 a month.—over a 100% increase in six years.

A suggestion would be to put the 10% on the base salary of \$16,945 which would come to about \$124 a month.

FYI: When Ray Goedert called me in in 1990 I asked if I could help defray the cost of what I was costing the diocese. He said I couldn't afford it. But I said I could at least help. I started sending \$100 a month to PRMAA. When the diocese started taking 10% I stopped.

FYI: I was assigned to Catholic Charities as an Associate Administrator by Cardinal Bernadin. When I found out that Associate Administrators receive a pastor's salary I told Pat O'Malley. He said that if that is what is was supposed to get I would get it. I have been receiving a pastor's salary since then.

I know you have a lot more important things to worry and care about. So I do than you for your time and energy.

ADMINISTRATOR Rev. Michael M. Boland EXECUTIVE DIRECTOR Donald W. Kent ASSOC. EXECUTIVE DIR. Jimmy M. Lago

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki

Wendy S. Thomas

Thanks,

ASSOCIATE ADMINISTRATORS DIRECTOR OF FINANCE

Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti

Rev. Roger J. Coughtin Rev. Daniel M. Holinan

Rev. Daniel C. Jankowski

Rev. James M. Rav Rev. Charles T. Rubey Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo





Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

25 August, 1999

Dear Sarry,

My friends from San Diego called last night and asked if they could do any thing more about my doing the wedding there in October. apparently they called the disease to find out why I couldn't do it. The person they talked to said that they must have received a negative letter from here. I told them the letter wasn't negative, but it wasn't so overly positive either. Where it stated that I should not be alone with minors could be taken negatively. I look upon that as a protection for myself- not a fear that I am I suggested that they have the person they a danger to missons. talked to call you and then I they wanted to talk further to Fr. Paprocki, you could give them

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

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Rev. Richard E. Bulwith

Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT







COMPASSION IN ACTION SINCE 1917

his number.

(the bride's father) called me because wanted to know if the was anything else they could do to get me permission to Celebrate the wedding. He wanted to get my permession before he did anything else. I told him I had no problem with his looking into it I will be at my brother in Oregon august 26- Systember 7th. If you need to reach me, the number there is Otherwise I will eall you when I get back. I hope you had a great vacation. and again -Thanks for all you do !! Jim Rows

ADMINISTRATOR

Rev. Michael M. Boland

EXECUTIVE DIRECTOR

Donald W. Kent

ASSOC. EXECUTIVE DIR.

Donald W. Kent ASSOC, EXECUTIVE DIR. Jimmy M. Lago DIRECTOR OF PROGRAMS

Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney

Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti

Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT

Most Rev. Edwin M. Conway, D.D.



Serving Cook and Lake Counties

To	top.			
Date _	8	26/99	Time	//:45 PM
1	WHIĽ	E YOU	WE	RE OUT
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TOP,
Date 929 Time 3:53
WHILE YOU WERE OUT
M Msgr.
of San Diego
Phone Numbers
Telephoned
Office Area Code Number Ext. Please call
Voicemail Returned your call
FAX Called to see you
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Mobile Will call again
e-mail URGENT
Bp. 1 has granted permission
to Ar. Ray to
perform a wedding in San Diego - a
Reurder #23-016 CHECK HERE IF ADDITIONAL NOTES ON OTHER SIDE.



September 8, 1999

Reverend Thomas J. Paprocki Chancellor Diocese of Chicago P. O. Box 1979 Chicago, Illinois 60690

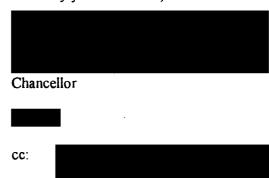


Dear Father Paprocki:

In further response to your letter of June 29 and after conversing with Father Larry McBrady, I am happy to inform you that Bishop is able to grant permission for Father James Ray to celebrate the wedding of in La Jolla, California on

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,



PASTORAL CENTER • P. O. Box 85728 • San Diego, California 92186-5728 • Telephone: (619) 490-8200 • Fax: (619) 490-8272

Victim Statement Abstract

This abstract replaces a letter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, from Victim JS, dated October 1999. In the letter, Victim JS thanks Leggdas for her professionalism and objectivity as he navigated the process of formalizing his allegation of abuse against Rev. James Ray.

Request for permission to perform a wedding in the Diocese of San Die	go
py Fr. Jim Ray.	
in LaJolla, California	



Off: (312) 642-1837 Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

October 5, 1999

Chancellor Diocese of San Diego P. O. Box 85728 San Diego, CA 92186-5728

Dear

Thanks again for taking the initiative in the matter of Jim Ray's desire to celebrate the wedding at Jim and the family of the bride are thrilled that this has been worked out and it is through your kindness that this has come about.

I appreciate the special effort you made in this situation and I want you to know that Jim and I are grateful.

May the Lord continue to bless you in your ministry.

Sincerely,

Rev. Lawrence P. McBrady Vicar for Priests

Victim Statement Abstract

This abstract replaces a summary prepared by Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, of Victim JS's statement, given to Ms. Leggdas on October 12, 1999, formalizing his allegation of abuse against Fr. James Ray. According to Victim JS's statement, the alleged abuse occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions.

IMPORTANT NOTICE

You have a right to report accusations of child abuse to the Illinois Department of Children and Family Services. (The Department of Children and Family Services "hotline" telephone number is 1-800-252-2873). You also have a right to report such accusations to the State's Attorney's Office or other law enforcement agencies. (The Cook County State's Attorney's telephone number is (312) 443-5440; the Lake County State's Attorney's telephone number is (708) 360-6644). If you have any questions as to how to make such a report you may refer those questions to the Department of Children and Family Services or the State's Attorney's Office.

I have read and understood the above notice. A representative of the Archdiocese has	
iven me a copy of the Department of Children and Family Services brochure describing the	
hild abuse reporting laws. The representative of the Archdiocese whose name appears below	
as not discouraged me in any way from reporting to the authorities	
18-18-09	
Date	

I presented a copy of this "Important Notice" and a copy of the Department of Children and Family Services brochure describing the child abuse reporting laws to the person whose printed name and signature appears above, on the date indicated in this document.

10-12-99	Rolph Bonaccuri
Date	Signature
	RALPH BONACCOMi
	Print Name

ARCHDIOCESE, OF CHICAGO

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

MEMORANDUM

TO:

File

FROM:

Rev. Thomas J. Paprocki, Chancellor

DATE:

October 16, 1999

RE:

Review Board Meeting - First Stage Review - Rev. James Ray

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611

7



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review Board Meeting October 16, 1999

MINUTES

Board Members Present at the Meeting:

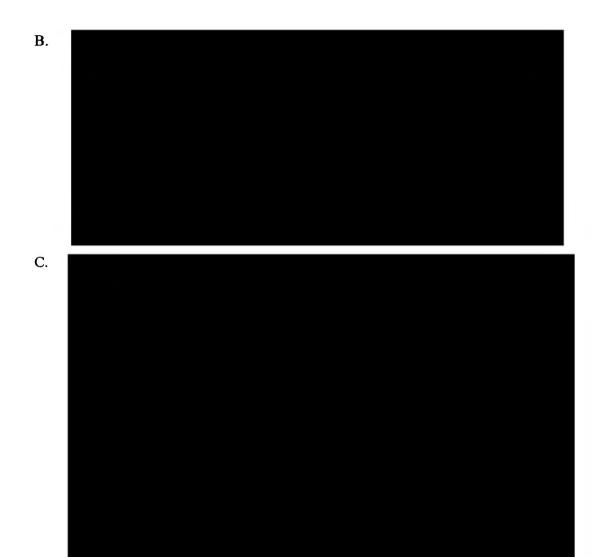


Others Present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFRA

Absent:

- I. Approval of September 18, 1999 Minutes.
- II. A.



D. Matter of PFR-36, Rev. James Ray.

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of allegation and Fr. Ray's response be released

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

- That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- That further discussion of ministry be postponed until these recommendations are carried out.

III. Other Matters.



Next regularly scheduled meeting is November 20, 1999.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite #1910. Chicago, IL 60611



312-751-5206 Fax: 312-751-5279

facsimile transmittal

	To:	,		Fax:		**	
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	From: KA	THLEEN L	EGG PAS	Date:	10 - 18-99		<u>-</u> '
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Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

James Ray

Date:

October 21, 1999

Summary of discussion from the Professional Fitness Review Board Meeting on October 16, 1999:

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of response be released

allegation and Fr. Ray's

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

- That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- That further discussion of ministry be postponed until these recommendations are carried out.

Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name Rev. James Ray	Position Client
Agency Vicar for Priests	Agency Acct. No. 10685-601000
F/T P/T X	Year of Ordination 1975

	Salary (CF Comp. Guidelines)	Annual \$ 9,300		Monthly Salary
Д	Mass Stipends Note: Normally a resident priest receives his M parish. If there is a variation from this policy, it Services and the Vicar for Administration.			
	Other Factors:			S
B	New Hire F/TP/T If part-time, hours worked per week:	Hire Date		
_	Transfer Promotion	New Position		
	New Agency	New Salary		
V	Department Account#	Per	E:	ffective
	CHANGE STATUS FROM F/T P/T	TO F/T	P/T	_
D	New Salary	Per	E:	ffective
	If part-time, hours worked per week:			
	1 Terminate Effective	NOV. 1,	1999	
	2 Leave of Absence Effective			
	3 Return from Leave of Absence 🗀 Effe	ective		
Sig	nature is required by each of the following offic	es before this payr	oll action v	will be executed.
☐ Dep	artment Director art for Administration	Date /o Date Date	122/99)
	ewed by Director of Personnel Services	Date		
	Please Obtain Authorized Signatures	and Return To Empl	ovee Servi	ices

	Please Obtain Authorized Signatur	res a	nd Return To Employee Services
Distribution:			
White: Payroll	Tallow: Employee Services	[]	Pink: Agency Director



ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

Memo to File: From: Re: Date:	PFR-36 Kathleen Leggdas, Administrator 12C Rev. James Ray October 22, 1999
meeting was to	IcBrady and PFRA met with Fr. Ray on October 22, 1999 at 9:30 a.m. The focus of the clarify statements made and then amended by Father Ray in response to the allegation onduct with a minor made by on October 12, 1999.
In response to clothing:	the statement of allegation regarding touching "s genitals either over or under
10/12/9	99 – "not to my recollection, it may have happened."
10/23/9	99 – "not to my recollection. I'm not saying it didn't happen."
"saying	to clarify, Fr. Ray said both of these statements were made in an effort to keep from is a liar." JR reiterated that he may have brushed against when hugging him, and whave been uncomfortable, but JR has no recollection of touching genitals over ng.
	dded that in his dealings with Father Ray, JR has upon confrontation always been open also self reported in one incident with an adult male in 1993.

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Mr. John O'Malley, Legal Services Mr. James Serritella, Attorney

Rev. Larry McBrady, Vicar for Priests

ARCHIDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

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LV	CHIC	w	1 1	ıc.

PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Response to Allegation of Father James Ray

of Sexual Misconduct With a Minor Against

Date:

October 22, 1999

Present at Meeting:

Rev. James Ray, Alleged Perpetrator Rev. Larry McBrady, Vicar for Priests

Kathleen Leggdas, Professional Fitness Review Administrator

Meeting Summary:
Father Ray was presented with the detailed information contained in the statement made by on October 12, 1999. (See detailed memo on allegation).
In response, Father Ray stated that he was in Waukegan from 1975 – 1982, and that Fr. Edward Maraczewski was in fact pastor at that time.
The general information regarding JR's relationship with and and with is consistent with JR's recollection, i.e. sharing meals, watching TV in the family room, sitting on JR's lap and sitting on JR's lap and clothing or touching his genitals. His response was "not to my recollection."
Father Ray stated that there was "closeness and cuddling" and that as alleges, they did share a bed at the rectory upon occasion.
According to JR, "it could have happened that he lifted and put on top of JR when they were in bed together."
Fr. Ray recalls the disclosure of the allegation of prior sexual misconduct to but added that was present. JR felt, that "they should hear it from him, not as a rumor."
Fr. Ray also recalls visiting friend was present and JR recalls talking about using contact with boys as "fuel for masturbation."
Fr. Ray said he was not surprised that had come forward. JR was aware of both cutting off contact over the last year or two.
PFR advised Father Ray to refrain from contacting any members of the family. He willingly agreed

Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated October 22, 1999, summarizing Fr. James Ray's response to Victim JS's allegation of abuse. According to the report, Ray agreed the description of Ray's relationship with Victim JS's family, provided by Victim JS, was accurate. Ray also acknowledged sharing a bed with Victim JS on occasion; however Ray stated he did not recall fondling Victim JS under his clothes.

Archdiocese of Chicago Priests' Payroll Authorization Form

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	Please Complete Applicable Section	ons. Incomplete Forms Delay Processing Lindo 13
Name	Roy. Jamos Roy	Position Clicat 12/6/9
Agenc	y Vicar for Priosts	Agency Acct. No. 10385-601000
F/T	P/T _%	Year of Ordination 1975
	•	Annual Salary Monthly Salary
	Salary (CF Comp. Guidelines)	\$ 9,300.00
		his Mass stipends and room and board directly from his cy, it must be approved by the Director of Personnel
	Other Factors:	
		_
D	New Hire F/T P/T	Hire Date
D	If part-time, hours worked per week:	
	Transfer Promotion	New Position
	New Agency	New Salary
	Department Account#	Per Effective

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	3 Return from Leave of Absence 🗀 Effect	otive
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☐ Department Director (And Januar)		Date 10 125 199
☐ Vicar for Administration		Date
Revie	ewed by Director of Personnel Services CF	Date 10 /25 /99
	Please Obtain Authorized Signatures a	nd Return To Employee Services

☐ White: Payroll ☐ Yellow: Employee Services ☐ Pink: Agency Director

Distribution:

Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name	Rev. James Ray	Position Client	
Agency Vicar for Priests		Agency Acct. No. 10685-601000	
F/T	P/T X	Year of Ordination 1975	
	Salary (CF Comp. Guidelines)	Annual Salary Monthly Salary \$ 9,300.00 \$	
Д		Mass stipends and room and board directly from his it must be approved by the Director of Personnel	
	Other Factors:	\$ \$	
D	New Hire F/T P/T	Hire Date	
D	If part-time, hours worked per week:	_	
	TransferPromotion	New Position	
	New Agency	New Salary	
	Department Account#	Per Effective	
	CHANGE STATUS FROM F/T P/T	TO F/TP/T	
	New Salary	Per Effective	
	If part-time, hours worked per week:	_	
	1 Terminate 🙀 Effective	NOV. 1, 1999	
F	2 Leave of Absence T Effective		
	3 Return from Leave of Absence 🔲 E	ffective	
Sig		fices before this payroll action will be executed.	
Agency Director		Date	
Department Director		Date	
☐ Vicar for Administration		Date	
Reviewed by Director of Personnel Services		Date	
Distribut	Please Obtain Authorized Signature Ion:	es and Return To Employee Services	

11/10/99 Jim RAY - NOTES ON MY CANDERS ATTOM + JEM ACTERNATION INITIATING CONTACT WHO EACH OTHER, WAS GIVEN PERMISSING TO BE A GOFATHER AT A BAPTISM IN USITED WHILE THERE. AT

> IN THE PAST NINE YEARS! " BEST PERSON, BEST PRIEST I'VE EVER BEEN. "

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WHEN TRAVELING AND STRYING ALINE IN HITCES: NO MINIES, MAGAZNES, PEIPLE, BUIL STORES ETC.

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MASS AT MERCY! UPM MASS EACH SATURDAY. THIS STARTED A YEAR AFTER REMOVAL. DISCONTINUES AFTER AIRPORT INCLASAT. STORED IN 1994.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

FROM:	Kathleen Leggdas, Administrator		
RE: Rev. James Ray November 12, 1999			
	meeting was to addre	ess the discrepancy betwe d against Father Ray.	en Fr. Ray's and
PFRA, Michael Bladiscuss the allegation	and, Victim Assistance	e Minister, met with stated that his previous a	to further
discuss the anegation	i agamst i i. Kay.	is accurate and happe	

Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 12, 1999, summarizing a meeting she attended with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry and Victim JS. According to the memorandum, the meeting was called in order to resolve discrepancies between Victim JS's description of the alleged abuse by Fr. James Ray and Ray's own description of his actions involving Victim JS. Victim JS confirmed his allegation of under-the-clothes touching by Ray.



Most Reverend Edwin M. Conway D.D.

Rev. Lawrence McBrady Vicar for Priests 645 N. Michigan Ave. #543 Chicago, IL 60610

November 13, 1999

Dear Larry,

I understand that you are going to appear before the Professional Review Board that is considering the recent allegation against Father James Ray. I would appreciate you communicating the substance of this letter to the Board for me.

Following the removal of Jim Ray from parish ministry a few years ago, he was assigned to Catholic Charities. He assumed the capacity of Associate Liaison for Health Affairs, assisting me in my job as Liaison. He has remained most loyal, dedicated, and trustworthy. Most recently I have supported him in professionalizing his future work by seeking Masters level studies in Health Administration. He is settling into to a priesthood that will be spent in the service of the Health Care Ministry of the Church.

Jim has always conducted himself in a professional manner in his years at Charities. In the early years in compliance with directives he kept a log of his daily routine. He entrusted the facts of the background of his assignment to several CEOs in Health Care so that there was a self-imposed monitoring of his relationships at gatherings. He is consistently open and honest with me in all of our relations and in all of the activities in Health Care. Father Boland tells me that Jim has remained true to these commitments as he works daily at Catholic Charities. Father Boland values him as a member of his staff.

Jim is faithful to all of the monitoring regiments that are set up for his welfare, his protection and the good of the Archdiocese. He is prayerful and people sense in him the qualities of a good pastoral priest. I am sure you are aware of his priestly concern for his fellow priests in his shepherding them at

I am unaware of the details of the present case. I believe that occurred several years ago. I would hope that Jim's consistent behavior of the past number of years would indicate to the Board that he is on the appropriate journey in priesthood at present.

Should you or the Board need to speak with me, I will be at the Hyatt Capital Hotel in Washington DC at the NCCB meeting until the afternoon of November 18th. Thank you for carrying this communication forward for me.

In Christ,

RESIDENCE:
ST. MARY OF THE LAKE PARISH
4200 N. SHERIDAN ROAD
CHICAGO, ILLINOIS 60613

☐ VICARIATE II
1651 W. DIVERSEY PARKWAY
CHICAGO, ILLINOIS 60614

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

MEMORANDUM

TO:	File		
FROM:	Rev. Thomas J. Paprocki, Chancellor		
DATE:	November 20, 1999		
RE:	Rev. James Ray – Review Board Meeting – Second Stage Review		
client of the V Father Ray un	against Rev. James Ray. Before this allegation, Father Ray was a Vicar for Priests office. Since the allegation by brings der the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar s present for the Review Board's Second Stage Review.		
allegation of Ray should b	Board members affirmed their First Stage determination finding the credible. The Board did not believe though that Father e removed from his position as Associate Liaison for Health Affairs at ities at this time, since this ministry does not involve access to minors.		
	ns of protocol, Fr. Ray is not to be alone with minors without another dult present. He is not eligible to perform public sacramental ministry		

without permission from the Vicar for Priests. He also needs such permission for travel. He lives at Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his

activities that he would report to the PFRA.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review Board

November 20, 1999

10:00 a.m. - 2:00 p.m.

AGENDA

- I. Approval of Minutes from October 16, 1999
- II. Case Reviews
 - A. In the Matter of PFR-3-6, Rev. James Ray

 Father Larry McBrady, Vicar for Priests will attend

Second Stage Review

- B.C.D.
- III. Other Matters
 - ---

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Board Members Present:



(312)751-5205 1-800-994-6200 Fax (312)751-5279

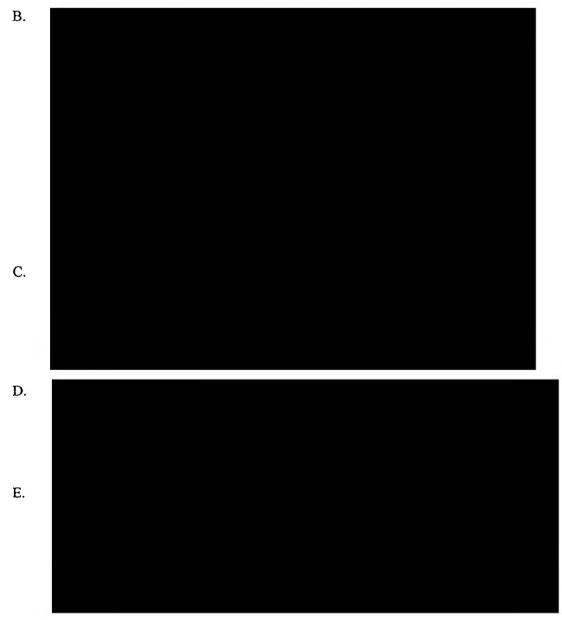
Professional Fitness Review Board

November 20, 1999

MINUTES

Absen	<u>t:</u>	
Others	Presen	t: Rev. Lawrence McBrady, Vicar for Priests Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFRA
I.	Appro	val of Minutes of October 16, 1999
II.	Case F	Reviews
	A.	In the Matter of PFR-36, Rev. James Ray
		The Review Board conducted a Second Stage Review regarding the allegation of against Rev. James Ray. Previous to this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.
		The Board members affirmed their First Stage determination finding the allegation of credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry does not involve access to minors.

In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for Priests. He also needs such permission for travel. He lives at Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his activities that he would submit to the PFRA.



III. Other Matters:



Next regularly scheduled meeting is December 18, 1999

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

06-73-

November 22, 1999

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on November 20, 1999 and conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry for Rev. James Ray.

The Board members affirmed their First Stage determination finding the allegation to be credible. The Board recommended that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

The Board members further recommended that the Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, pre-approval from PFRA and Vicar for Priests Office for public sacramental ministry and pre-approval of travel plans. The Board also recommends that Father Ray keep a log of his activities and submit this to the Review Administrator monthly.

If you have any questions or concerns about these recommendations please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Lathleen Leggdan

KL/lnp

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

ARCHIDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

Memo to File: PFR-36		
From: K	athleen Leggdas, Administrator	
Re: Ja	umes Ray	
	ovember 22, 1999	
Summary of the o	discussion from the Professional Fitness Review Meeting on November 20, 1999:	
The Review Boar	ed conducted a Second Stage Review regarding the allegation of	
against Rev. James Ray. Previous to this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.		
The Board members affirmed their First Stage determination finding the allegation of credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry		
does not involve access to minors.		
In terms of protoc	col, Fr. Ray is not to be alone with minors without another responsible adult present.	
He is not eligible to perform public sacramental ministry without permission from the Vicar for		
Priests. He also needs such permission for travel. He lives at Responsibility for his		
	protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he	
keep a daily log of his activities that he would submit to the PFRA.		

Victim Statement Abstract

This abstract replaces a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 24, 1999, summarizing her meeting with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, and Victim JS's relative. In the meeting, Victim JS's relative indicates that she was unaware of any misconduct that occurred between Victim JS and Fr. James Ray. She did recall that her family was very close with Ray when Victim JS was growing up.

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

To:

Ms. Violet Sabo

From:

Kathleen Leggdas, Administrator

Re:

November salary for Father James Ray

Date:

November 29, 1999

Per a memo dated October 22, 1999 from the Vicar for Priests Office, the Office of Professional Fitness Review pays Father Ray a partial salary of \$775.00 effective November 1st (copy of memo attached).

On November 18, 1999 a check for the November salary of Father James Ray was issued and sent to Catholic Charities c/o Mr. David Kich. This is a request to allow for payment to Father Ray of \$775.00.

Please note that effective December 1, 1999, our office will send Father Ray's check directly to him.

If you have any questions regarding this request, I can be reached at 312-751-5206.

Thank you for your assistance in this matter.

Cc:

Vicar for Priests

Rev. James Ray



ARCHIDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

November 29, 1999



Dear

Please be advised that the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry.

The Board members affirmed their determination that there is reasonable cause to suspect that Rev. James Ray engaged in sexual misconduct with a minor.

As a result, the Board made the following recommendations to Cardinal George who has accepted them:

- That Father Ray not be alone with minors without another responsible adult present.
- He will be limited in public sacramental ministry and require permission from the Review Administrator and Vicar for Priests Office to perform weddings, funerals, etc.
- He will notify Review Administrator of all out of town/overnight trips away from his residence.

These protocol restrictions are explained to you so that you can be assured that the Board will continue working with Father Ray in a monitoring and supportive role.

The services of Assistance Ministry continue to be available to you (312-751-8267).

Blessings for the Holidays!

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggean

KL/lnp

Cc:

Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Mr. John O'Malley

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611 312-751-5205

INDIVIDUAL SPECIFIC PROTOCOL

For Rev. <u>James Ray</u>

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 2.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. Meet with PFRA twice a year.
- 7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
- 8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
- A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James MRay	Date: 6 December, 1999
Printed Name: James Ray	
Signature of PFRA: <u>Xathler</u> M. Leggdas	Date: 1999

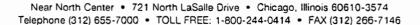
COPY

TRAVEL/VACATION AGREEMENT

Permission to go on vacation to Boyne Mountain Michigan from/to 1/1-14/2000 (Destination) (Dates) this year has been granted to Jim Ray provided the following conditions		
this yea	ar has been granted to $\mathcal{T}_{i} \sim \mathcal{R}_{e_{i}}$ provided the following conditions	
	met by him and:	
1.	The designated companion agrees to accompany the client at all his activities. Client is not	
	allowed to be by himself.	
2.	No contacts with minors are allowed unless companion is present.	
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for	
	verification.	
4.	If any of the above conditions are violated both the client and the travel companion(s) will be	
	held accountable by the Archdiocese of Chicago.	
5.	The date of return to the residence has been set for 14 January 2000, however due	
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the	
	PFR Administrator must be granted for any changes in this statement.	
Signature(s): James M Kong		
Date:	26 December, 1979	

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Kl ,2-29-99





COMPASSION IN ACTION SINCE 1917

28 December, 1999

Dear Kathleen,

I would like permission from your office for the following trips:

January 7-14 for an annual ski trip to Boyne Mountain, Michigan.

February 16-21 for the annual meeting of the Conference of Diocesan Coordinators of Health Affairs in Honolulu, Hawaii. I will be attending a two day ethics seminar and then a two day meeting of the CDCHA.

February 25-March 2 for the annual National Association of Catholic Chaplains meeting in Charlotte, North Carolina.

There is a possibility that I may have another two day planning meeting for CDCHA in March of April.

Also, I am planning a cruise, June 11-18, with family and friends.

Thank you for you consideration.

CC Father Larry McBrady

Michelle A. Arnold CONSULTANTS Rev. James M. Ray Rev. Charles T. Rubey Donald W. Kent

Violet Sabo DIR. OF DEVELOPMENT Most Rev. Edwin M. Conway, D.D. Rev. Thomas A. Grace

DIR. OF HUMAN RESOURCES





ک ہ

TRAVEL/VACATION AGREEMENT

Permis	ar has been granted to $3 \times 2 \times $
	ar has been granted to Provided the following conditions :
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for
Signat	
Date:	7 January 2000

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

ARCHDIOCESE, OF CHICAGO

Office of the Archbishop



February 4, 2000

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of November 22, 1999 regarding the matter of Reverend James Ray, following the Second Stage Review conducted by the Review Board on November 20, 1999.

I have accepted the Board's determination that the allegation against Father Ray is credible as well as the Board's recommendation that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

I also accepted the Board's further recommendations that Father Ray's Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, that he obtain pre-approval from the Professional Fitness Review Administrator and the Vicar for Priests for public sacramental ministry and for travel, and that he keep a log of his activities and submit this to the Review Administrator monthly.

I am grateful to the members of the Review Board and yourself for your assistance in this matter.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Given at the Chancery

Rcv. Thomas J. Paprocki

Thomas J. Paprock

Chancellor

Most Reverend Raymond E. Goedert, Vicar General cc: Reverend Lawrence P. McBrady, Vicar for Priests Mr. Ralph Bonaccorsi, Victim Assistance Minister Mr. John C. O'Malley, Director of Legal Services

COPY

TRAVEL/VACATION AGREEMENT

Permis	sion to go on vacation to Hon dula Hawaii from/to 2/15 - 2/21, 2000 (Destination) (Dates)
	ar has been granted to $\frac{\sqrt{1} w R_{ay}}{(Client name)}$ provided the following conditions :
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for $2-21-2000$, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.
Signat	James Many James Many
Date:	9 February 2006

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

ADDENDUM TO

PROFESSIONAL FITNESS REVIEW BOARD MINUTES February 19, 2000

In the matter of Rev. James Ray, PFR-36

Discussion focused on need to determine risk to minors. I	Recommendation
made to	



ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

February 22, 2000



Dear

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. At that time, the Board addressed questions of ministry and further actions to be taken as a result of your allegation of sexual misconduct as a minor.

Subsequently, the Board made a number of recommendations to Francis Cardinal George. The Cardinal has asked that I communicate to you directly that he has accepted the following Review Board Recommendations in the matter of Rev. James Ray:

- That he continue in his current position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- Restriction from being alone with minors unless another responsible adult is present.
- Pre-approval be obtained from the Professional Fitness Review Administrator (PFRA) and Vicar for Priests for public sacramental ministry and for travel.
- Log of activities be maintained and submitted to the PFRA monthly.

I hope this information will be helpful to you in your efforts to work through related issues.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggdu

KL/Inp

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Mr. Ralph Bonaccorsi, Victim Assistance Ministry



ARCHIDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

February 22, 2000

Reverend James Ray 918 W. 33rd Street Chicago, IL 60608

Dear Father Ray,

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. The Review Board addressed questions of ministry and further actions to be taken as a result of the allegation of sexual misconduct with a minor by

Subsequently, the Board made the following recommendations to Cardinal George:

- That you continue in your position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- That a Protocol be developed and signed to include:
 - Restriction from being alone with minors unless another responsible adult is present.
 - That pre-approval be obtained from the Professional Fitness Administrator (PFRA)/Vicar for Priests for public sacramental ministry and for travel.
 - That a log of activities be kept and submitted to the PFRA monthly.

Cardinal George has accepted these recommendations which have already been incorporated into your protocol. The Cardinal has asked that I communicate this to you directly.

If you have any further questions please call at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggelan

KL/Inp

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Victim Statement Abstract

This abstract replaces a letter to Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, from Victim JS, dated March, 1 2000. Victim JS had previously come to the Archdiocese of Chicago to make an allegation of misconduct by Fr. James Ray. At the time of his letter, Victim JS was concerned that Ray was not respecting the confidential nature of the process, and instead was spreading rumors about Victim JS.

ARCHDIOCESE, OF CHICAGO

Office of Professional Responsibility
Office of Assistance Ministry

Post Office Box 1979 Chicago, Illinois 60690

(312) 751 - 8256/8267 (312) 751 - 8307 (Fax)

March 15, 2000



Dear

This is in response to your letter dated March 1, 2000, which I received today.

First, thank you for writing me regarding your concerns about Fr. James Ray. While I am happy to hear of your Lam saddened to hear of your recent set back.

If Fr. James Ray is, as you say,

I would

find his behavior unacceptable and inappropriate. Therefore, I have forwarded a copy of your letter to Ms. Kathleen Leggdas, the Professional Fitness Review Administrator, who is monitoring Fr. James Ray. I am sure Ms. Leggdas will take your claim seriously and further investigate Fr. James Ray's behavior.

I do understand your pain, anger and concern regarding this matter. I also understand your personal commitment to your on-going healing and wholeness. If there is anything further I can do to assist you in your healing please let me know.

Sincerely,

Michael J. Bland, M.A., D.Min.

Clinical Coordinator

Cc: Ms. Kathleen Leggdas, Professional Fitness Review Administrator

Victim Statement Abstract

This abstract supplements a letter from Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, to Victim JS, dated March 15, 2000. Responding to Victim JS's concern that Fr. James Ray is spreading rumors about Victim JS among their shared community, Bland acknowledged the alleged behavior by Ray was unacceptable and referred the matter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, who was responsible for monitoring Ray.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review Board March 18, 2000

MINUTES



Others Present:

Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, Professional Fitness Review Administrator

I. Approval of Minutes for February 19, 2000 with Addendum

II. Case Reviews

A.

B.



	C.	In the matter of Rev. James Ray, PFR-36
		Letter to the Cardinal: Allegation of found credible. Protocol, monitoring tightened up.
		Concerns
		 Recidivist with an adult Denial of evidence of allegation Decision needs to be made regarding level of risk to minors Revisit protocol restrictions
	D.	
III.	Other	Business
	A. B.	
	C.	

Next regularly scheduled Board meeting is April 15, 2000

COPY

TRAVEL/VACATION AGREEMENT

Permis	sion to go on vacation to in Las Vegas from/to 3/27-30/2000 Affair (Destination)
his ye	ar has been granted to provided the following conditions
	met by him and:
l.	The designated companion agrees to accompany the client at all his activities. Client is not
	allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in
	verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for $3-33-00$ AM, however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signat	James M Ray
Date:	19 March, 2000

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

March 20, 2000

Father Larry McBrady, Vicar for Priests, Father James Ray and PFRA met to discuss the letter received by Michael Bland of Assistance Ministry.

Father Ray read the letter, acknowledged the pain expressed by but denied having spoken of the allegation to any mutual acquaintances.

PFRA and Father McBrady cautioned Fr. Ray regarding disclosure of details, which should remain confidential in the interest of both parties to the allegation.

No further action to be taken by PFRA at this time.

Cc: Rev. Larry McBrady, Vicar for Priests

Michael Bland, Victim's Assistance Ministry

Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date: March 21, 2000

Summary of discussion from the Professional Fitness Review Board Meeting March 18, 2000:

Letter to the Cardinal:

Allegation of found credible. Protocol, monitoring tightened up.

Concerns

- Recidivist with an adult

- Denial of evidence of allegation

- Decision needs to be made regarding level of risk to minors

- Revisit protocol restrictions

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

MEMORANDUM

TO:	File
FROM:	Rev. Thomas J. Paprocki, Chancellor
DATE:	April 15, 2000
RE:	Review Board Meeting – Residence
disposition of park. The pro Mary of Perpe James Ray an	which is scheduled for purchase by the City for a new posal is to move the residents of to a restricted area of St. tual Help Rectory. This would primarily involve full-time residence for Fr. d permission for Fr. whose full-time residence is at Koenig ne or nights per week at St. Mary of Perpetual Help.
Fr. Coughlin made the presentation regarding Fr. and Fr. McBrady spoke on behalf of Fr. Ray. After their presentations and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.	
Regard	ling Fr.

Concerning Fr. Ray, the Review Board recommended unanimously that he <u>not</u> be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review Board Meeting April 15, 2000

MINUTES

Board	Members Present:
Absen	<u>t:</u>
Others	Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFR Administrator Rev. Lawrence McBrady, Vicar for Priests Rev. Daniel Coughlin, Vicar for Priests
I.	Approval of minutes from March 18, 2000 meeting given with one correction:
II.	Client Issues
	A. Residential Status of Rev. James Ray, PFR-36 and
1	Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of which is scheduled for purchase by the city for a new park. The proposal is to move the residents of to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray
	Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.



- PFR-36 Concerning Fr. Ray, the Review Board recommended unanimously that he
 not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another
 alternative be found.
- B. In the Matter of Rev. James Ray, PFR-36



III. Other Business



NOTE: The Review Board Meeting for May 20, 2000 has been cancelled.

Next regularly scheduled meeting will be Saturday, June 17, 2000.

Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

James Ray

Date:

April 17, 2000

Summary of discussion from the Professional Fitness Review Board Meeting on April 15, 2000:

Residential Status of Rev. James Ray

Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of which is scheduled for purchase by the city for a new park. The proposal is to move the residents of to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray.

Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.

The Review Board recommended unanimously that Father Ray not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

April 26, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior St. Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on April 15, 2000 and conducted a Supplementary Review in the matter of Rev. James Ray, pursuant to Article 1104.11 of the Review Process for Continuation of Ministry.

Rev. Larry McBrady, Vicar for Priests made the presentation regarding a proposal that with the closing of Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

The Board fully considered all oral and written reports in this matter and recommended unanimously that Father Ray not be allowed to live at St. Mary of Perpetual Help, where there is a school, and asked that other alternatives be explored. The Board further recommended that Father Ray

If you have any questions, please contact me at your convenience.

Sincercly,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggolan

KL/Inp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Reverend Thomas J. Paprocki Chancellor



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8220 Fax (312) 751-5381

May 12, 2000

Reverend James M. Ray P.O. Box 167233 Chicago, IL 60616-7233

Dear Jim,

Congratulations on celebrating the Silver Jubilee of your Ordination to the Priesthood. It is a great tribute to you and a joy for the entire Archdiocese to be able to celebrate twenty-five years of dedicated priestly ministry.

Over the past twenty-five years, you have touched many people wherever you have served. I am sure that the people in these places are deeply grateful for the many ways that you have been a true representative of Christ in your priestly ministry over the years.

Jim, on behalf of the Archdiocese, I thank you for your priestly ministry. I pray that God will bless you with many more years of happiness and fulfillment as a priest.

With cordial best wishes, I remain

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Romas J. Pagrock

Chancellor

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

May 15, 2000

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of April 26, 2000 regarding the matter of Reverend James Ray, following the Supplementary Review conducted by the Review Board on April 15, 2000 regarding the proposal, in light of the imminent closure of that Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

I accept the Board's recommendation that Father Ray not be allowed to stay at St. Mary of Perpetual Help, where there is a school, and that other alternatives be explored.

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Carlit

Archbishop of Chicago

Given at the Chancery

Rev. Thomas J. Paprocki

Thomas J. Papuali

Chancellor

Most Reverend Raymond E. Goedert, Vicar General CC: Reverend Lawrence P. McBrady, Vicar for Priests Mr. Ralph Bonaccorsi, Victim Assistance Minister Mr. John C. O'Malley, Director of Legal Services



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

· Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator 12

Re:

Rev. James Ray

Date:

July 12, 2000

Present at Meeting

Rev. James Ray [JR]

Rev. Larry McBrady, Vicar for Priests [VP]
Rev. Augustinian Director

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

The meeting took place at 54th Place and Woodlawn, the Augustinian House where the priests expressed an interest in renting rooms to Father Jim Ray. There are five men currently living there, four priests and one brother. The community is starting a "volunteer" program in the fall and three additional men will live in the Augustinian house. (Father Ray will be attending the University of Chicago in the fall).

Father McBrady and PFRA presented basic information about JR's history with Vicar for Priests Office as well as his current connection to the Review Board. Father worked at the Canadian equivalent of St. Luke Institute and asked questions in light of that experience. He was knowledgeable, understanding, and yet direct. Father Ray's Protocol was reviewed, as was the required Monthly Monitor Report, which will be completed by Father.

Further discussion focused on schedules, individuals residing in the house, opportunities for casual contacts with the other men to prevent isolation, etc.

A cook provides meals Monday through Thursday. Other days are either handled by a "volunteer" from the group or individuals fend for themselves. The community prays together in the morning and evening.

A tour of the residence followed. Father Ray was given a choice between two available rooms and informed that Father would recommend to the Provincial that JR be accepted at the house.

Father estimated room and board at between \$400.00 and \$500.00 per month. This would be paid to the Augustinians from the PFR Budget.

Upon the Provincial's acceptance, JR would be able to move in about 7-10 days.

Cc: Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

July 19, 2000

Rev. James Ray P.O. box 167233 Chicago, IL 60616-7233

Dear Father Ray,

It hardly seems possible that it has been more than six months since we last met. As you may recall, the protocol requires that we meet a minimum of twice annually. This gives us an opportunity to discuss your protocol restrictions in light of your current status and enables me to more clearly relate your progress, needs and concerns to the members of the Review Board.

With the arrival of Father James Kaczorowski, some of you have been assigned a new Vicar. For your information, your current Vicar is now **Father Larry McBrady**. He and I would like to meet with you at my office before September 15, 2000. This will allow for summer vacations not yet taken and enable us to find a time that is mutually agreeable to each of us.

Please call me with a couple of dates at your earliest convenience.

Thanks in advance for your attention to this matter. If there are other ways our office can be of assistance to you, I would be happy to hear from you at this time as well.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggola

KL/lnp

Cc: Rev. Larry McBrady, Vicar for Priests



TRAVEL/VACATION AGREEMENT

Permission to go on vacation to from/to from/to from/to			
this ye	this year has been granted to Provided the following conditions		
will be	will be met by him and:		
1.	The designated companion agrees to accompany the client at all his activities. Client is not		
	allowed to be by himself.		
2.	No contacts with minors are allowed unless companion is present.		
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for		
	verification.		
4.	If any of the above conditions are violated both the client and the travel companion(s) will be		
	held accountable by the Archdiocese of Chicago.		
5.	The date of return to the residence has been set for 26 august 2008, however due		
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the		
	PFR Administrator must be granted for any changes in this statement.		
Signature(s): James May			
Date:	received 8-16-00 Ke		

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

To:

File

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Review Board Meeting - Rev. James Ray

Date:

August 19, 2000

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.

9/5/2000 - FEG occepted abre vecommendations.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



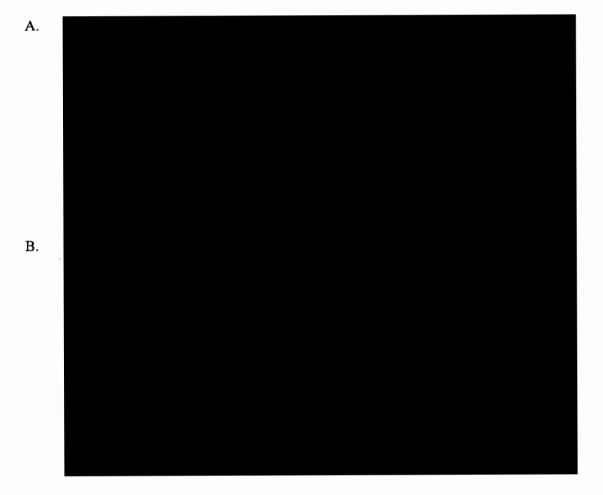
(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review Board

MINUTES

August 19, 2000

- I. Approval of June 17, 2000 Minutes
- II. Case reviews





D. In the matter of Rev. James Ray, PFR-36

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.



Next regularly scheduled meeting is September 16, 2000

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Professional Fitness Review August 19, 2000

<u>AGENDA</u>

I.	Approval of Minutes, June 17, 2000		
	Correction:		
II.	Case Reviews		
	A.		
	B.		
	C.		
	D. In the Matter of Rev. James Ray, PFR-36 - Residence proposal		
III.	Other Business		

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

August 24, 2000

Summary of discussion from the Professional Fitness Review Board Meeting August 19, 2000:

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

September 18, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of

Father Larry McBrady and I met with Father Ray and Father Augustinian Residence being proposed. Father was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlier Leggola-

KL/lnp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611 312-751-5205



INDIVIDUAL SPECIFIC PROTOCOL

For Rev. James Ray

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 2.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. Meet with PFRA twice a year.
- 7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
- 8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
- 9. A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8230 Fax (312) 337-6379

September 27, 2000

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of September 18, 2000 regarding the matter of **Reverend James Ray**, following the meeting conducted by the Review Board on August 16, 2000 regarding the proposed residence for Father Ray upon the closing of

I accept the Board's recommendation that Father Ray be allowed to stay at the Augustinian Residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615, with Father serving as Father Ray's monitor.

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

F. - (all

Archbishop of Chicago

Given at the Chancery

Rev. Thomas J. Paprocki Ecclesiastical Notary

Ecclesiastical Notary

Thomas J. Poprocki

cc: Most Reverend Raymond E. Goedert, Vicar General

Reverend Thomas J. Paprocki, Archbishop's Delegate for Professional Review

Reverend Lawrence P. McBrady, Vicar for Priests

Reverend Superior, St. John Stone Priory

Mr. Ralph Bonaccorsi, Victim Assistance Minister

Mr. John C. O'Malley, Director of Legal Services



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

September 18, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of

Father Larry McBrady and I met with Father Ray and Father Augustinian Residence being proposed. Father was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlier Lygola-

KL/lnp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Off: (312) 642-1837 Fax: (312) 642-4933

ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

October 16, 2000

Chancellor 425 Summit Street Joliet, IL 60435

Dear

I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at St. Elizabeth Seton Parish, Naperville, on 2001. Jim has faculties here in our diocese.

In 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Bishop Edwin Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter further.

Thank you for giving this request your consideration.

Sincerely,

Rev. Lawrence P. McBrady Vicar for Priests



Diocese of Joliet

Chancery

425 Summit St. Joliet, Illinois 60435 815-722-6606 Fax 815-722-6602

October 17, 2000

Reverend Lawrence P. McBrady Vicar for Priests Archdiocese of Chicago 645 North Michigan Avenue, Suite 543 Chicago, IL 60611

Dear Larry,

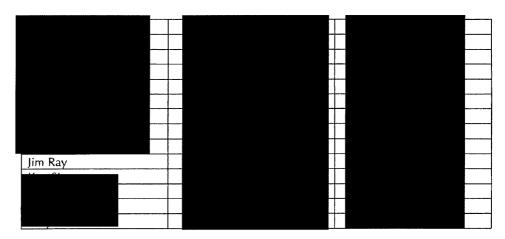
Father James Ray has permission to celebrate a wedding at St. Elizabeth Seton Parish in Naperville on 2001.

May God bless you and your work for the Church!

With every best wish, I am

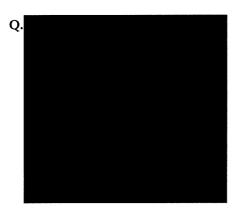
Sincerely yours in Christ,







The Vicars for Priests have removed 16 people from these lists



Page 221 PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE
Priest Priest F Priest Jim Ray The Vicars for Priests have removed 16 people from these lists





PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest		Priest	Priest	
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		-		
Jim Ray				
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		,		



The Vicars for Priests have removed 16 people from these lists

L.

TRAVEL/VACATION AGREEMENT

Permission to go on vacation to Las Vegas from/to 3/3 - 3/7 (Destination) (Dates)			
this ye	this year has been granted to (Destination) (Dates) /		
-	will be met by him and:		
1.	The designated companion agrees to accompany the client at all his activities. Client is not		
	allowed to be by himself.		
2.	No contacts with minors are allowed unless companion is present.		
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for		
	verification.		
4.	If any of the above conditions are violated both the client and the travel companion(s) will be		
	held accountable by the Archdiocese of Chicago.		
5.	The date of return to the residence has been set for 7 March, 2 3 21, however due		
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the		
	PFR Administrator must be granted for any changes in this statement.		
Signature(s): James M. Ray			
Date:	28 February 2001		

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

March 17, 2001

Summary of discussion from the Professional Fitness Review Board Meeting on March 17, 2001:

A Board member reminded us that we never did get a follow up report on Father Ray. The chair informed us that she believed one should be coming soon



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

April 6, 2001

12615 Parallel Parkway Kansas City, KS 66109

Dear

I hope this letter finds you well. I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at Corpus Christi Parish, Lawrence, on the couple.

You may know that in 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Ed Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter in more detail.

Thank you for giving this matter your consideration. Have a great Easter!

Fraternally,

Rev. Lawrence P. McBrady Vicar for Priests



CATHOLIC CHURCH OFFICES ARCHDIOCESE OF KANSAS CITY IN KANSAS 12615 PARALLEL PARKWAY KANSAS CITY, KANSAS 66109 (913) 721-1570 FAX (913) 721-1577

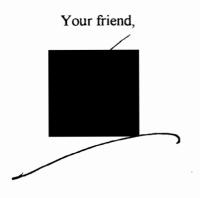
OFFICE OF THE ARCHBISHOP

April 18, 2001

Rev. Lawrence P. McBrady Vicar for Priests 645 North Michigan Ave, Suite 543 Chicago, IL 60611

Dear Father McBrady,

Greetings and best wishes from Kansas City in Kansas. Thank you for your recent letter relative to Fr. Jim Ray and his desire to perform a wedding at Corpus Christi in Lawrence. I know Jim very well from seminary days and think quite highly of him. I have no problem with Jim doing the wedding and he has my approval and delegation. Thank you for the fine work you are doing for the Archdiocese. God bless and keep you.



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Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

April 21, 2001

Summary of the discussion from the Professional Fitness Review Board Meeting on April 21, 2001:

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

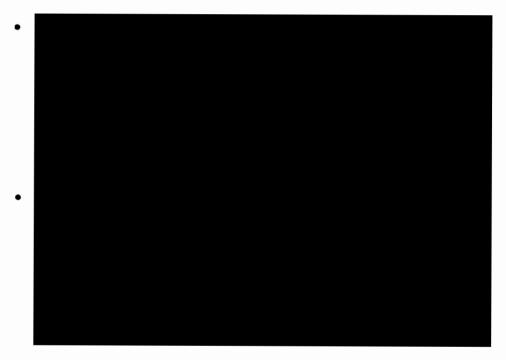
> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, April 21, 2001 10:00 – 12:00

MINUTES

- I. Approval of March 17, 2001 minutes
- II. Case Reviews



• In the matter of Rev. James Ray - PFR-36

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.



III. Other

•

Cc: Members of the Review Board
Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board
Rev. Larry McBrady, Vicar for Priests
Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, April 21, 2001 10:00 – 12:00

AGENDA

I.	Approval of Minutes from March 17, 2001		
II.	Case Reviews		
	A.		
	B.		
	C.	In the Matter of Rev. James Ray, PFR-36	
III.			
IV.	Other 1	Business	

COPY

TRAVEL/VACATION AGREEMENT

:

Permis	sion to go on vacation to Atlanta, GA from/to 6/8/01 - 6/14/0. (Destination) (Dates)
this yea	met by him and Fp. Mark Holihan: (Companion) provided the following conditions:
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for
	verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 14 June, 2012, however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signati	Janis M Holetan
Date:	29 May, 2001

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File-PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Father James Ray

Date:

June 7, 2001

Father Ray's commitment to travel for his work at Catholic Charities would require a minimum/maximum of four trips annually.

- Conference of Diocesan Coordinators of Health Affairs, in January and March
- National Association of Catholic Chaplains once annually
- Catholic Health Association once annually

Father generally goes on a winter ski trip with his family in January of each year and annually visits brother in Portland, Oregon.

Cc: Members of the Review Board

Rev. Larry McBrady, Vicar for Priests

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

COPY

ARCHDIOCESE OF CHICAGO

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

June 26, 2001

Most Rev. Edwin M. Conway 1651 W. Diversey Chicago, IL 60614

Dear Bishop Conway,

Approximately one year ago Father James Ray became a client of the Professional Fitness Review Board as a result of an allegation made against him. The allegation involved sexual misconduct with a minor over 15 years ago.

As a result, Father Ray has been placed under a standard monitoring protocol which is reviewed annually.

The Board has requested that I meet with you

Their specific concerns relate to unmonitored travel of Father Ray for professional and personal purposes.

Rev. Larry McBrady, Vicar for Priests has agreed to attend that meeting since Jim is his client as well.

Please contact me at your convenience to set a date and time to meet and discuss Board concerns.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggelan

KL/lnp

Enclosure

Cc: Rev. James Ray

Rev. Larry McBrady



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Meeting with Bishop Conway regarding Rev. James Ray

Date:

July 10, 2001

PFRA, as requested by the Board, met with Bishop Conway on July 10, 2001 to discuss in light of these concerns. Bishop Conway recalled that Father Ray had travel restrictions in his original protocol prior to becoming a Review Board Case. The restrictions were removed

Bishop Conway's primary concern regarding travel restrictions is that as Father Ray shows progress his protocol becomes more restrictive. PFRA recommended restrictions, if placed, would be evaluated in six months to a year not be "life-long."

Bishop Conway indicated that he himself travels to some of these conferences and would be willing to serve as a monitor. Previously, when there was no designated "travel monitor" someone from the particular conference would be designated during conference days.

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

July 16, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, IL 60615-5109

Dear Father Ray,

Your check for July reflects an increase in salary based on the Salary Scale for Priests of the Archdiocese of Chicago.

Professional Fitness Review salaries are calculated by using an Associate Pastor base salary and adding the years since ordination. Ten percent is deducted for expenses you incur as a PFR client. That total is then divided by 12 to produce the monthly wage figure.

If you have questions regarding the amount, please call me at 312-751-5205.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggola

KL/lnp

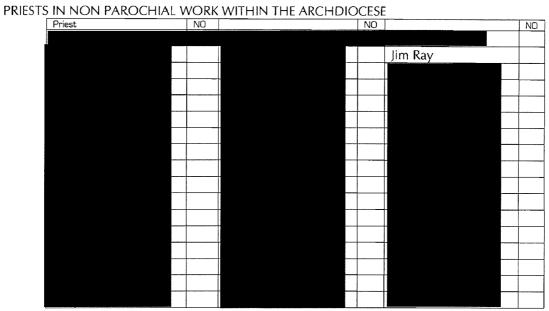
Enclosure:

Cc: Rev. Larry McBrady, Vicar for Priests

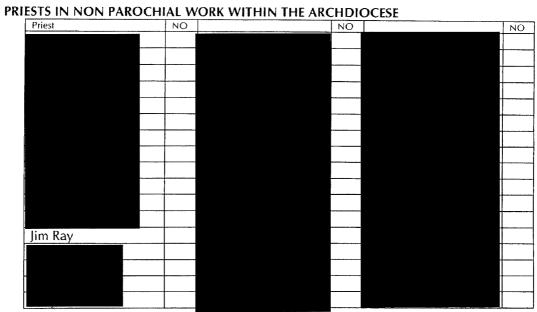
Rev. James Kaczorowski, Vicar for Priests

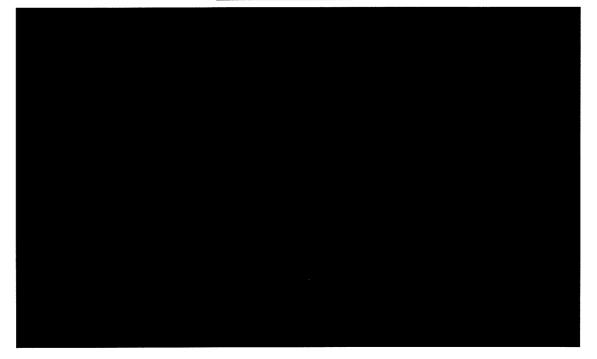
Page 593





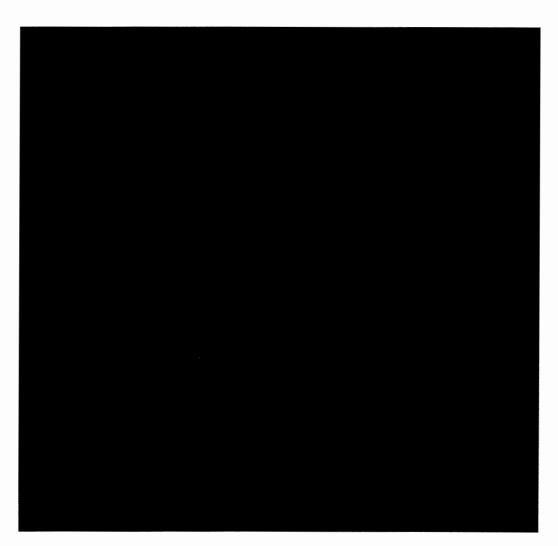






The Vicars for Priests have removed 16 people from these lists





PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

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Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

August 18, 2001

The following is a summary from the Professional Fitness Review Board meeting August 18, 2001:

Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, August 18, 2001 10:00 - 12:00

MINUTES

Review Board Members Present:	
Absent:	
Non-members present:	
Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board	
Kathleen Leggdas, Professional Fitness Review Administrator	

- Approval of minutes from April 21, 2001 and June 30, 2001 First Stage Review on Rev. Kealy
- II. Case Reviews



PFR Review Board MINUTES August 18, 2001 Page 2



D. In the Matter of Rev. James Ray, PFR-36



Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

III. Other Business

Both and will serve another term.

will serve until a replacement is found.

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

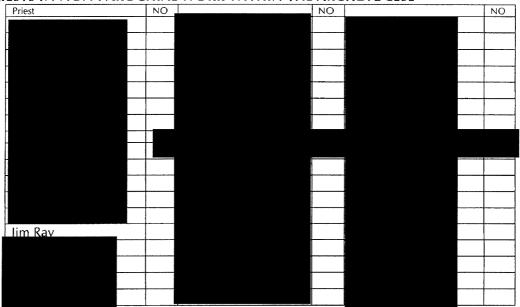
> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, August 18, 2001 10:00 – 12:00

- I. Approval of Minutes from April 21, 2001 and Special Session, June 30, 2001
- II. Case Reviews
 - A. In the Matter of Rev. James Ray, PFR-36
 - Review of meeting with Bishop Conway
 - B.
 C.
 D.
- III. Other Business
 - Board Membership

PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE



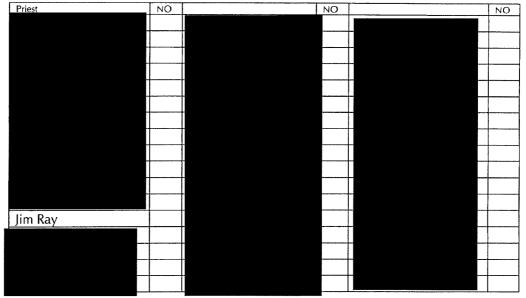


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Page 21

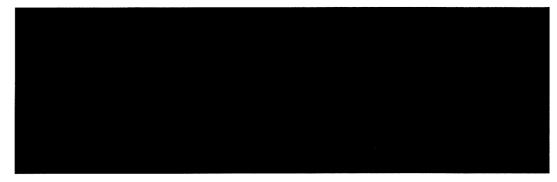


The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.



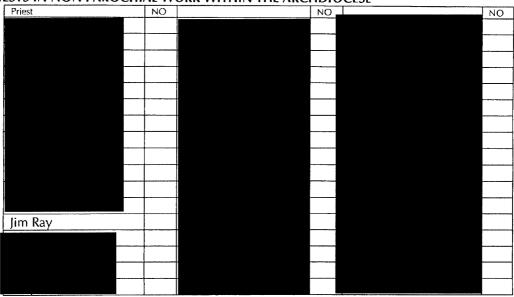


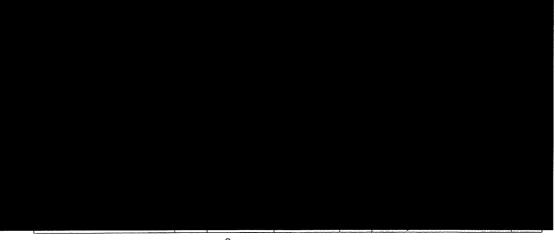
Page 31



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE





TRAVEL/VACATION AGREEMENT

Permis	perform a welding in Law rance Konses from/to Sapt. 20.24,20 %
thic wa	ar has been granted to FRJIM RAY provided the following conditions
•	er has been granted to FRJIM RAY provided the following conditions: : met by him and:
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 24 September, 2006 however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.
Signat	ure(s): Kr Jun Roy
Date:	received 2-5-01

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

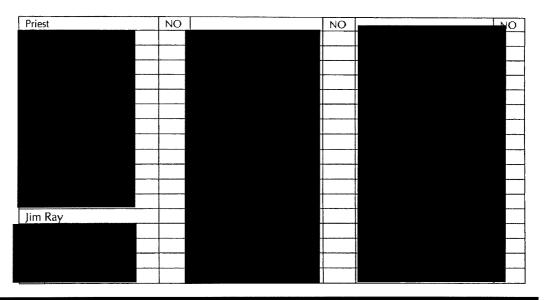
Priest	NO	NO		NO

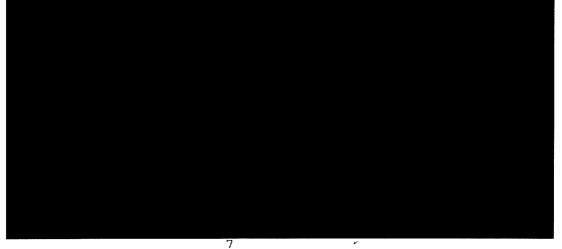
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Jim Ray				
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The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.





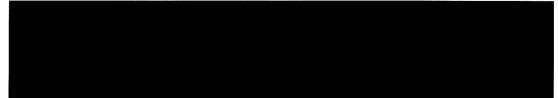


The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

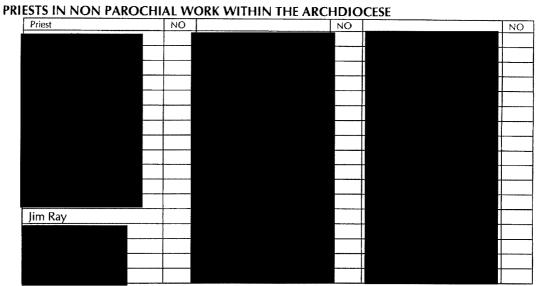
Priest	NO	NO -	NO
Jim Ray			
1. 1			

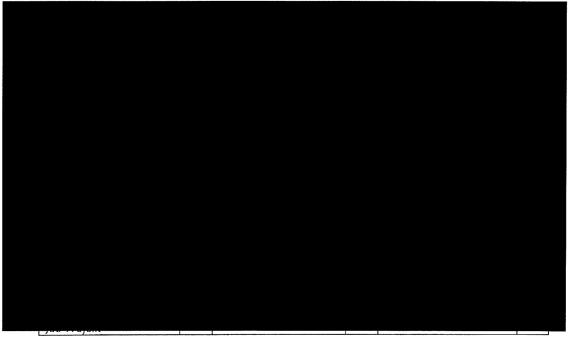


Page 50



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.





Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

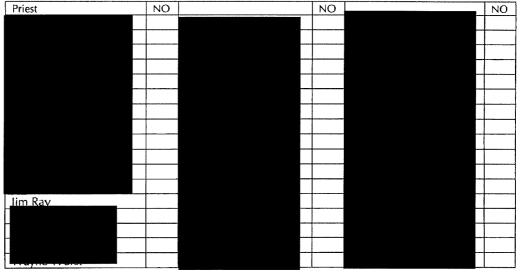
September 17, 2001

A summary of the discussion from the Professional Fitness Review Board Meeting September 15, 2001:

Next regularly scheduled meeting of the Review Board is October 20, 2001 at 10:00 a.m. Bishop Conway and Vicar for Priests Rev. Larry McBrady will attend to discuss Rev. James Ray Protocol.



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

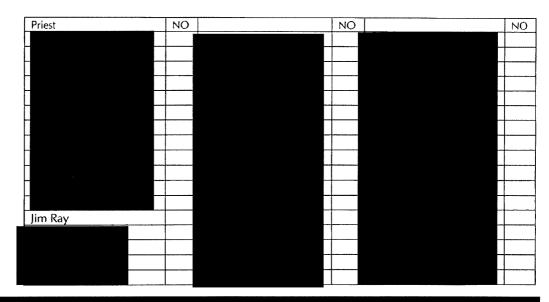


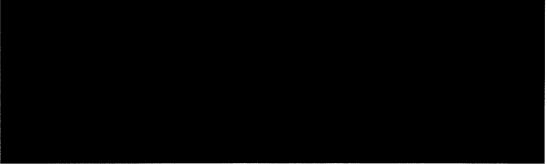


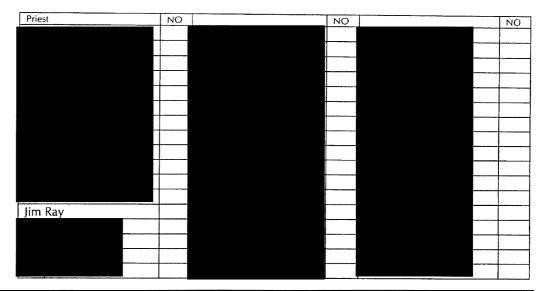
Page 59

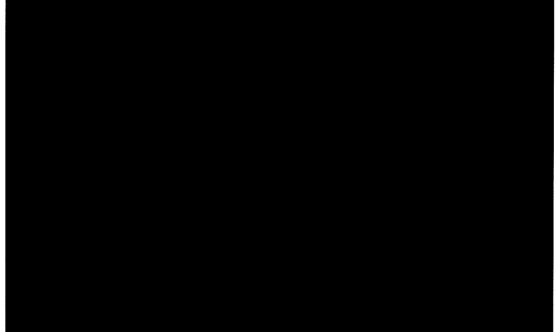


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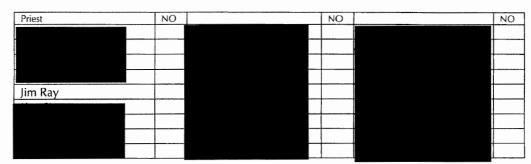




The Vicars for Priests have removed 16 people from these lists



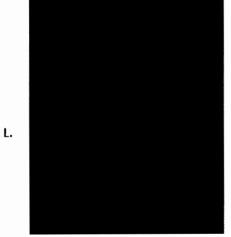
Page 74





The Vicars for Priests have removed 16 people from these lists

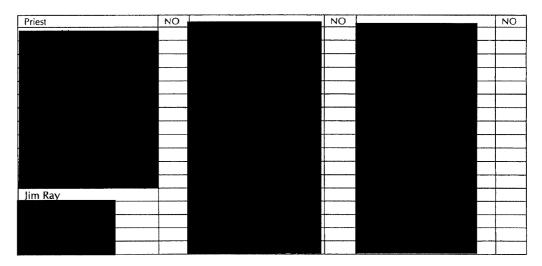
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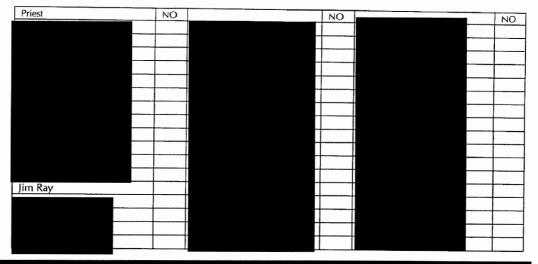


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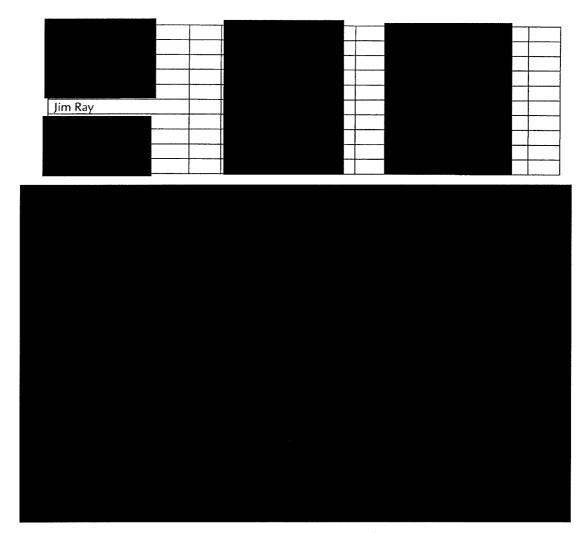
Page 83



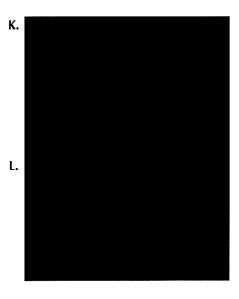


The Vicars for Priests have removed 16 people from these lists



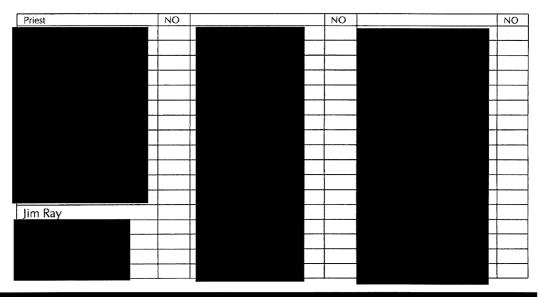


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Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

October 16, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, Illinois 60615-5109

Dear Father Ray,

October marks a period of one year since you signed your Individual Protocol for the Office of Professional Fitness Review. As these need to be reviewed and revised annually, please call at your earliest convenience so that a meeting date and time can be designated. The Vicar for Priests will again be in attendance.

There are standard protocol items for all priests monitored by this office. These include the following:

- Restriction from being alone with minors without the presence of another responsible adult
- Meet with Professional Fitness Review Administrator twice annually (PFRA)
- Submit copy of all sites visited on the Internet to PFRA monthly

And recently added to all protocols by the Review Board:

•

The Review Board determines other protocol items based on the individual priest and the nature of the allegations brought against him.

I can be reached by telephone at 312-751-5205.

Thank you for your prompt attention to this matter.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kuthleen Leggela

KL/lnp

Cc: Rev. Larry McBrady, Vicar for Priests

Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

п	r
	v.

File

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Review Board Meeting - Case Review

Rev. James Ray

Date:

October 20, 2001

The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that this matter be reviewed again in six months.

There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report in six months.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611

Review Board Members Present:



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, October 20, 2001 10:00 - 12:00

MINUTES

Abser	members present:
	Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, Professional Fitness Review Administrator
I.	Approval of Minutes from September 15, 2001 Meeting
	Add: will be vice-chairperson of Board
II.	Case Reviews
	A. Board members reviewed resume of Recommendation that Father Paprocki interview him before accepting to the Board.
	B. Victim Assistance Office provided names of two parents of victims of clerical sexual misconduct. Board recommended that Father Paprocki interview each prior to choosing for Board membership.
III.	Case Reviews
	A. In the Matter of Rev. James Ray, PFR-36 The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that this matter be reviewed again in six months and a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report





Next regularly scheduled meeting is November 17, 2001 at 10:00 a.m.

Cc: Members of the Review Board Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Professional Fitness Review Board

Saturday, October 20, 2001 10:00 - 12:00

AGENDA

- I. Approval of Minutes from September 15, 2001
- II. Case Reviews
 - A. In the Matter of Rev. James Ray, PFR-36
 - Bishop Conway and Father Larry McBrady to attend meeting



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

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Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Rev. James Ray

Date:

October 24, 2001

On October 24, 2001 Father Larry McBrady, Vicar for Priests, and I met with Father James Ray regarding the recommendations made by the Review Board at the October 20, 2001 meeting.

Travel restrictions were discussed in relation to the recommendation that Father Ray have a monitor with him for any out of state travel. For each trip both PFRA and Vicar for Priests Office will be contacted. Father Ray will complete Request to Travel Form (see attached) and have monitor sign form. PFRA will discuss monitor duties and responsibilities with individual designated prior to approval of trip. If adequate monitoring cannot be insured, Father Ray will not travel.

Father Ray is Chairperson Elect of the Conference of Diocesan Coordinators of Health Affairs. This is effective January 1, 2002. He will serve as Chairperson Elect for two years and then as Chairperson for two years. This is a small National Organization comprised of approximately 90 members. The annual National Conference is attended by 25-30 members.

Father Ray has disclosed his status as a client of the Review Board to one member of the Conference Board but not to the chairperson.

Cc:

Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Dr. Michael Bland, Victim Assistance Ministry

Rev. James Ray

Bishop Edwin Conway

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

October 25, 2001

A summary of the discussion from the Professional Fitness Review Board Meeting on October 20, 2001:

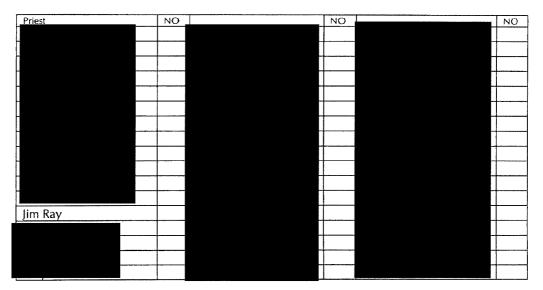
The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

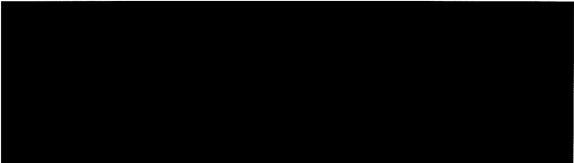
The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

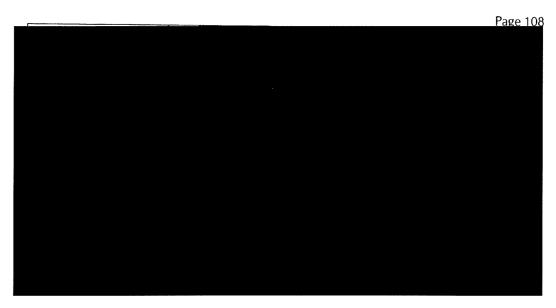
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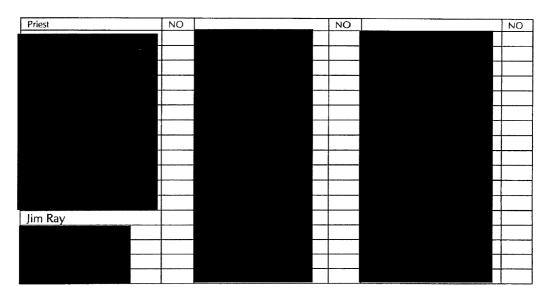
There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report















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Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

November 1, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, Illinois 60615-5109

Dear Father Ray,

You, Father McBrady, and I met to discuss Review Board recommendations regarding your travel. Since this conversation included review of your Protocol, no additional meeting need be held.

I have enclosed the original for you to sign and return to me. Retain a copy for your files.

Thanks in advance for your attention to this matter.

Sincerely,

Kathleen Leggdas

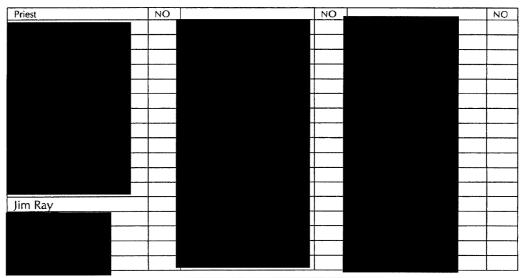
Professional Fitness Review Administrator

Kathleen Le gydan

Enclosure:

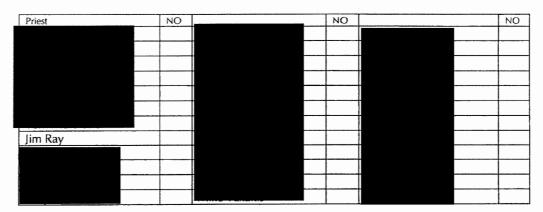
Cc: Rev. Larry McBrady, Vicar for Priests

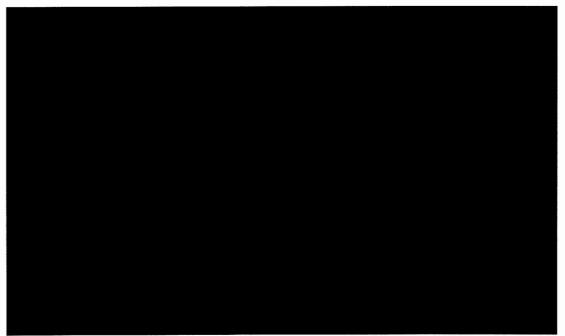






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The Vicars for Priests have removed 16 people from these lists



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611 312-751-5205



INDIVIDUAL SPECIFIC PROTOCOL For Rev. James Ray

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator (PFRA) throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for Father James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. A responsible adult must accompany Father Ray on all out of state travel.
- Meet with PFRA twice a year.

2.

8. This is a working document which can be changed, altered or superceded when there is an indicated need to do so. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.

I have reviewed, understand, and agree to all requirements of this Protocol.

	Date: S Novemby 200
Printed Name: James M. Ray	
Signature of PFRA: Kathley Legglan	Date: <u>Mov 9, 2001</u>

A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



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> (312)751-5205 Fax: (312)751-5279

March 25, 2002

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on March 16, 2002. The Board fully considered all oral and written reports in the matter of Rev. James Ray. The Board conducted a Supplementary Review pursuant to Article 1104.11 of the Policies and Procedure for Determination of Fitness for Ministry.

Based on that review the Board recommends the following:

That Father Ray's travel restrictions remain in place.

If you have questions or comments, please call at your convenience.

Sincerely,

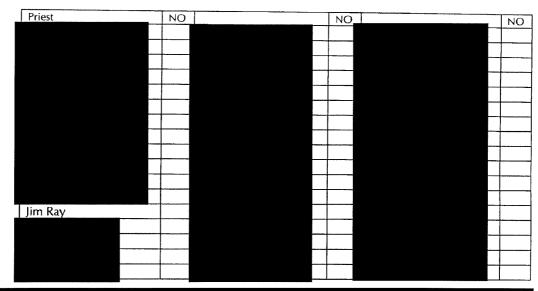
Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggdan

Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

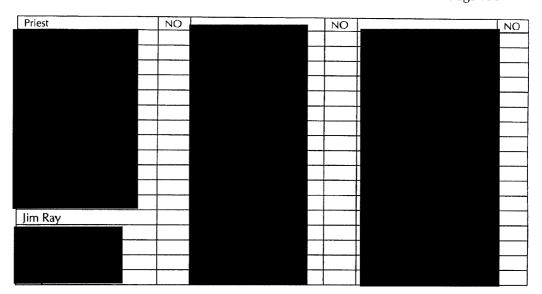




The Vicars for Priests have removed 16 people from these lists



Page 130





The Vicars for Priests have removed 16 people from these lists





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Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

November 21, 2001

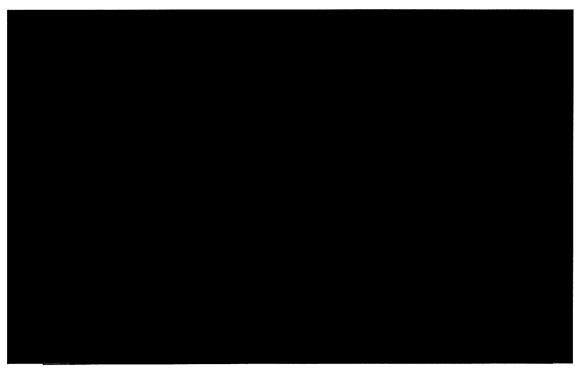
Rev. James Ray called today with the following information:

- Approved to perform Baptism for past parishioner's child on 11/21/01 at Our Lady of Humility in Zion, Illinois
- Approved for Baptism in Wauconda in December 2001
- Informed PFRA of decision to withdraw his name as chairperson of Conference of Diocesan Coordinators of Health Affairs.
- Travel plans for January skiing trip with his brother. Approved pending final information on designated traveling companion.

Cc: Rev. Larry McBrady, Vicar for Priests

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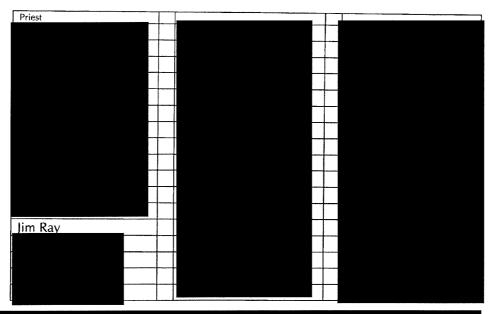
The Vicars for Priests have removed 16 people from these lists

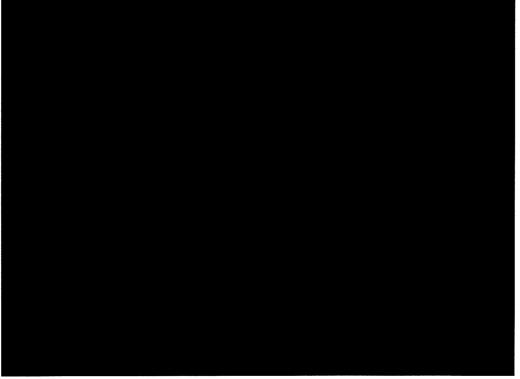
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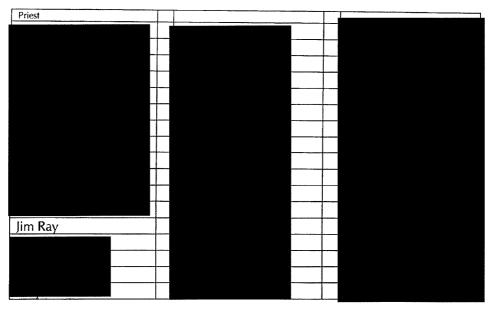


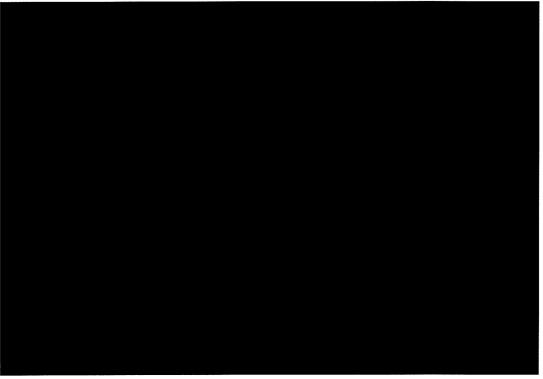


The Vicars for Priests have removed 16 people from these lists

Page 156

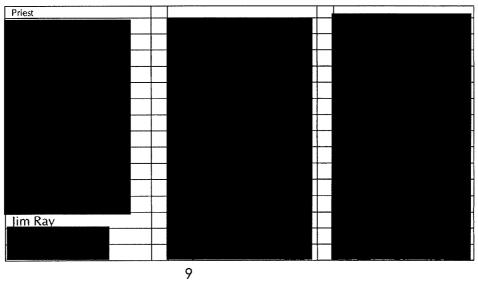








PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE



Page 170
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

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The Vicars for Priests have removed 16 people from these lists

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

Memorandum

To:

File -

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Rev. James Ray

Review Board Meeting - Supplementary Review

Date:

December 15, 2001

Father Ray withdrew his name as chair of Catholic Health Administrator's Association. He is currently Treasurer; should resign if more than a couple of months.