

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

Professional Fitness Review Board

Saturday, December 15, 2001
10:00 – 12:00

MINUTES

Review Board Members Present:

[REDACTED]

Absent:

[REDACTED]

Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
Kathleen Leggdas, Professional Fitness Review Administrator

-
- I. Approval of Minutes from October 20, 2001 Meeting

 - II. Case Reviews
 - A. In the Matter of Rev. James Ray, PFR-36
Father Ray withdrew his name as chairperson elect of the Association of Catholic Health Care. Board recommended that if he has more than a couple of months left to serve as treasurer that he resign because of the public nature of the position.

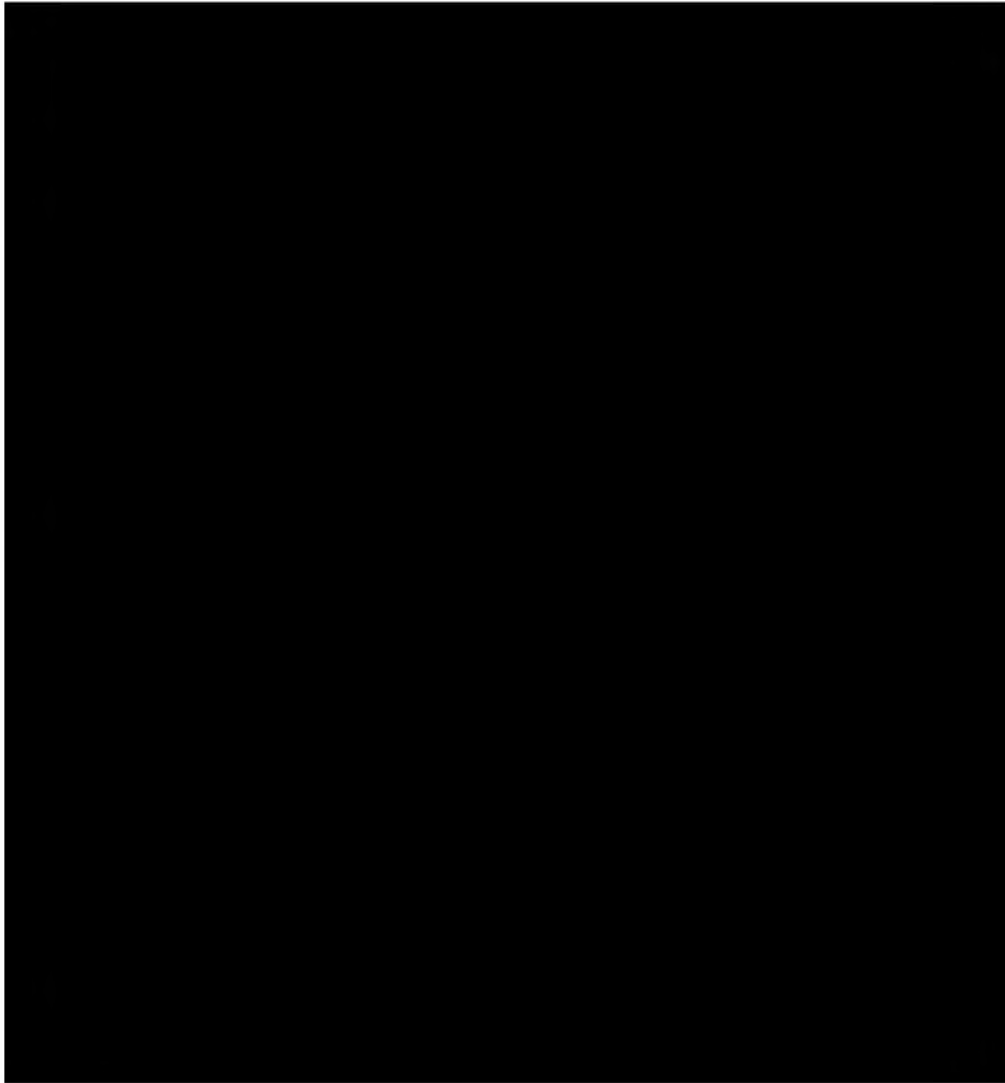
 - B. [REDACTED]

 - C. [REDACTED]

D.

E.

F.



Next regularly scheduled meeting is January 19, 2002 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
Rev. James Kaczorowski, Vicar for Priests

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Memorandum

To: File – PFR-36
From: Kathleen Leggdas, Administrator
Re: **Rev. James Ray**
Date: December 20, 2001

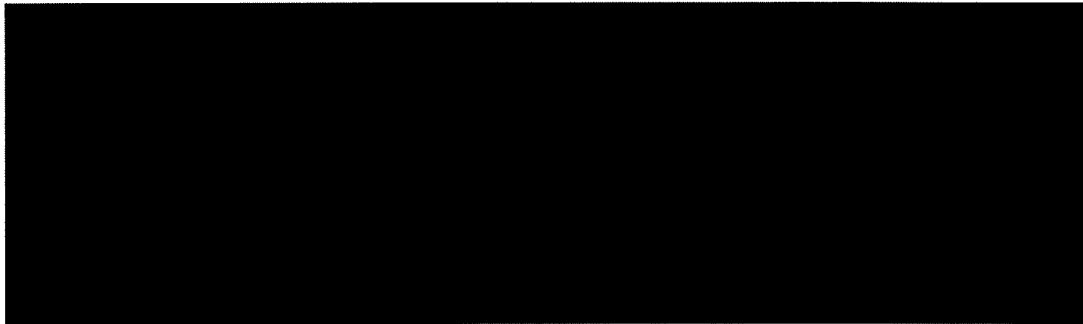
A summary of the discussion from the Professional Fitness Review Board Meeting on December 15, 2001:

Father Ray withdrew his name as chairperson elect of the Association of Catholic Health Care. Board recommended that if he has more than a couple of months left to serve as treasurer that he resign because of the public nature of the position.

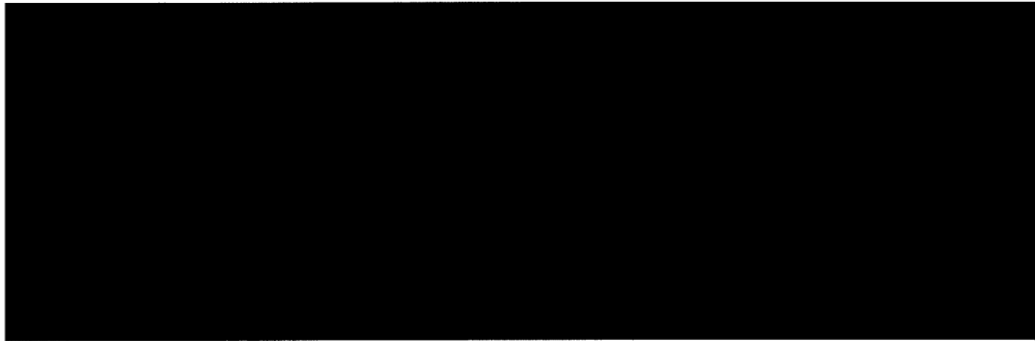


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

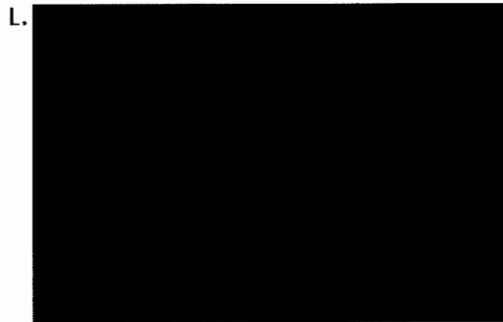
Priest	Priest	Priest
[Redacted]	[Redacted]	[Redacted]
Jim Ray		
[Redacted]		



[Redacted]	[Redacted]	[Redacted]
Jim Ray	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]



The Vicars for Priests have removed 16 people from these lists



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Professional Fitness Review Board

Saturday, February 16, 2002
10:00 – 12:00

MINUTES

Review Board Members Present:

[REDACTED]

Absent:

[REDACTED]

Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
Kathleen Leggdas, Professional Fitness Review Administrator

I. Approval of December minutes with correction:

[REDACTED]

II. Introduction of new Board members:

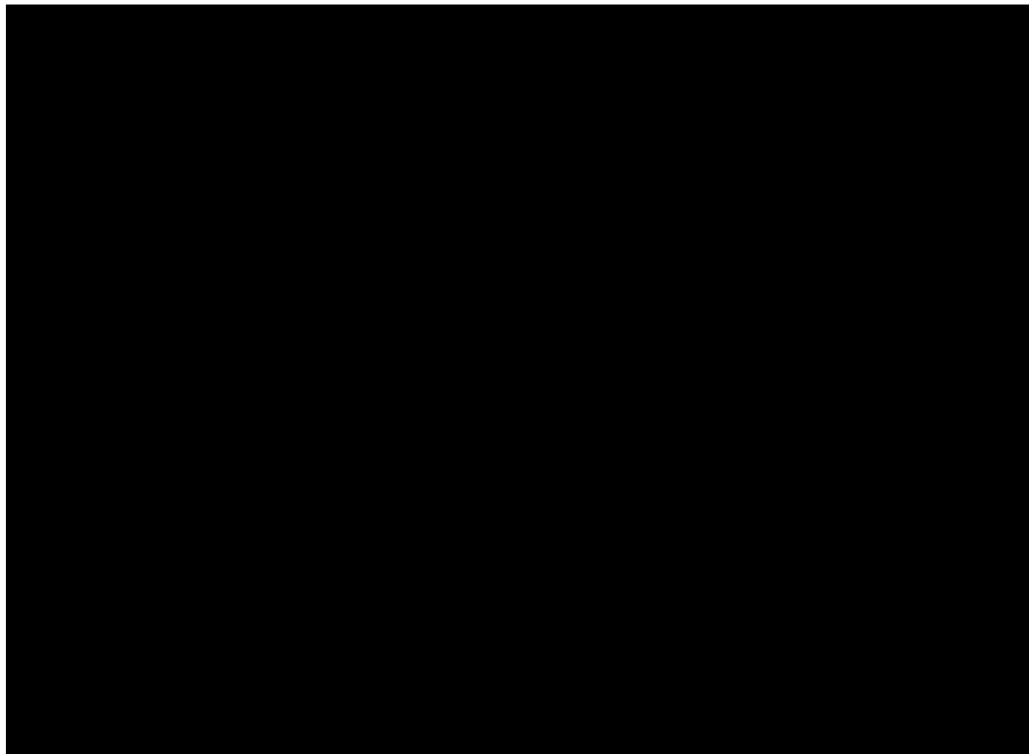
[REDACTED]

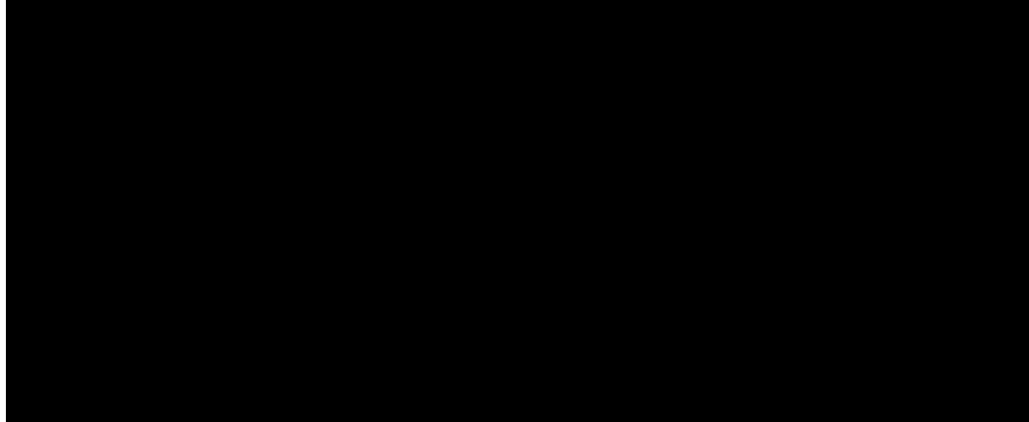
III. A. In the Matter of Rev. James Ray, PFR-36

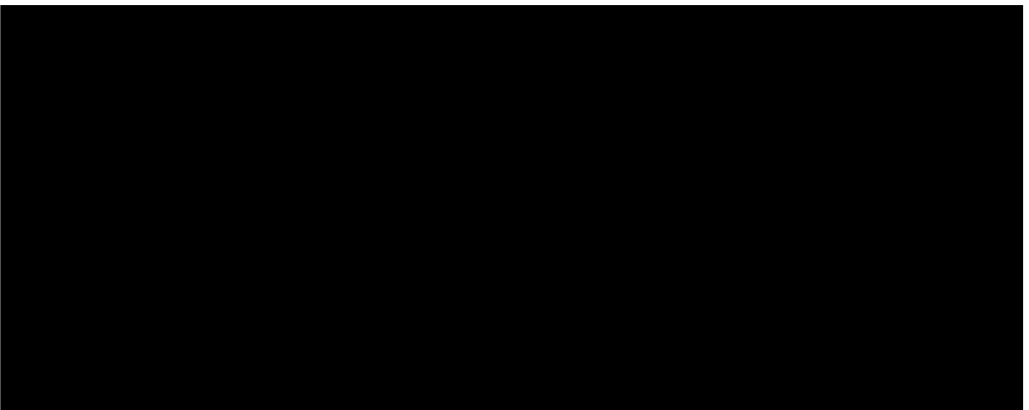
The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.

B. 

C. 

D. 

IV. 

Next regularly scheduled meeting is March 14, 2002 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
Rev. James Kaczorowski, Vicar for Priests

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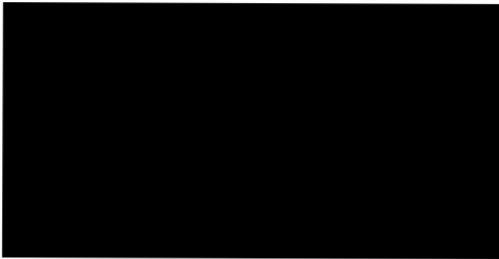
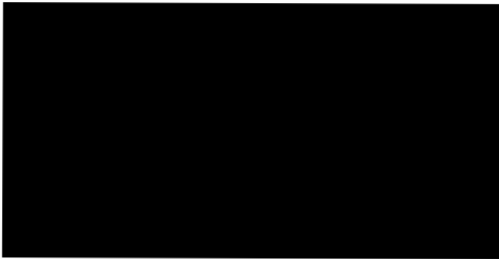
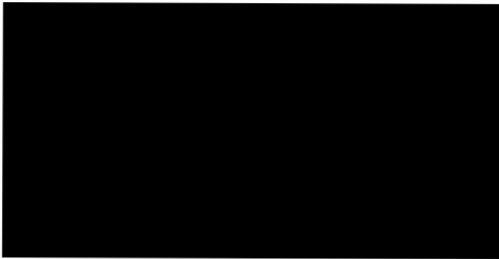


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Professional Fitness Review Board

Saturday, February 16, 2002
10:00 – 12:00

AGENDA

- I. Approval of December 15, 2001 Minutes
- II. Introduction of new Board Members
 - A. In the Matter of Rev. James Ray, PFR-36
 - B. 
 - C. 
 - D. 
 - 
- III. 
- IV. Other

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Memorandum

To: PFR-36
From: Kathleen Leggdas, Administrator
Re: **Rev. James Ray**
Date: February 20, 2002

A summary of the discussion from the Professional Fitness Review Board Meeting, February 16, 2002:

The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.

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Memorandum

To: File - PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

KL

Re: Rev. James Ray

Date: February 25, 2002

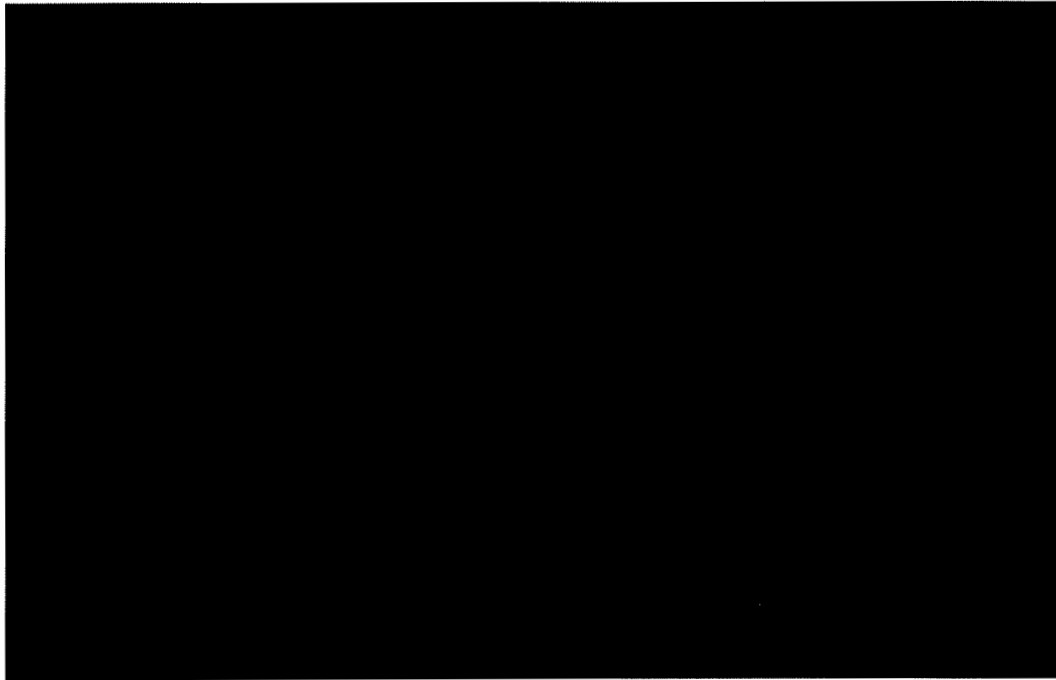
Present at the meeting were Father James Ray, Father Larry McBrady, Vicar for Priests and PFRA.

Review Board recommendations were discussed:

- Resign position as Treasurer of Catholic Health Care Association
- Question of remaining on the Board without office held deferred to March meeting after PFRA obtains additional information.
- Resign as Chaplain to the Archdiocesan Council of Catholic Nurses

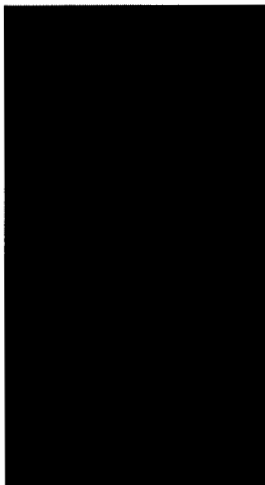
Cc: Rev. Larry McBrady, Vicar for Priests

Jim Ray							



The Vicars for Priests have removed 16 people from these lists

K.



L.



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Memorandum

To: File

From: Rev. Thomas J. Paprocki, Archbishop's Delegate
to the Professional Fitness Review Board *TJP*

Re: Rev. James Ray
Review Board Meeting – Supplementary Review

Date: March 16, 2002

The Board conducted a supplemental review of Father Ray's monitoring protocol in light of the report from [REDACTED].

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray [REDACTED]

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Professional Fitness Review Board

Saturday, March 16, 2002

MINUTES

Review Board Members Present:

[REDACTED]

Absent:

[REDACTED]

Non-members present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
Kathleen Leggdas, Professional Fitness Review Administrator

I. Case Reviews in light of Cardinal's request for Supplementary Reviews

A.

[REDACTED]

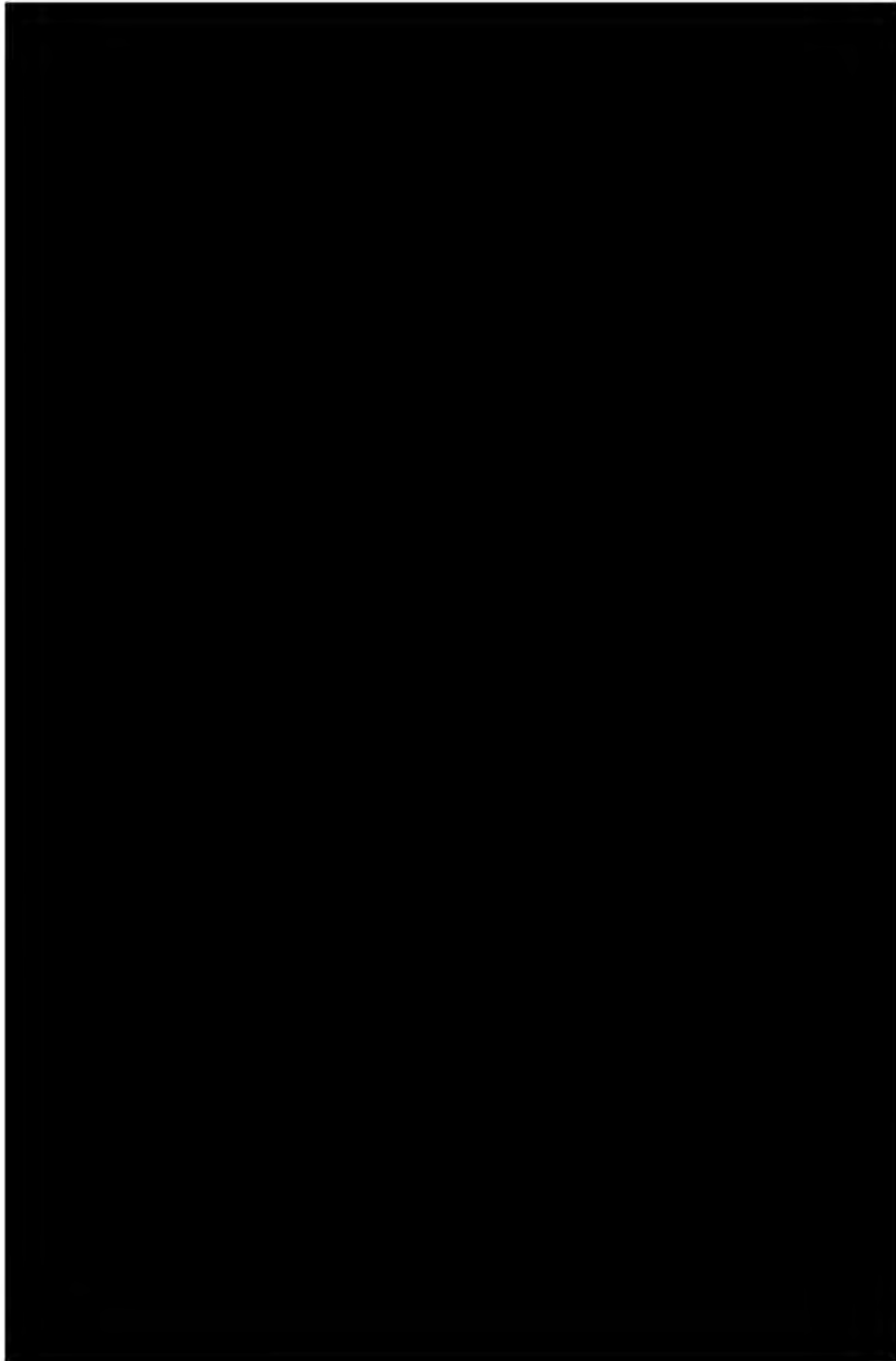
B.

C.

D.

E.

F.



[REDACTED]

G. In the Matter of Rev. James Ray, PFR-36

The Board conducted a Supplementary Review of Father Ray's monitoring protocol [REDACTED]

[REDACTED]

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray [REDACTED]

[REDACTED]

H.

[REDACTED]

I.

J.

K.



II. Budget Review Postponed to April Meeting

Next regularly scheduled meeting is April 20, 2002

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

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Professional Fitness Review Board

Saturday, March 16, 2002
10:00 – 2:00

AGENDA

I. Approval of Minutes from February 16, 2002

II. Case Reviews

A.

B.

C.

D.

E. In the Matter of Rev. James Ray, PFR-36

III.

IV. Other Business

A.

B.

ARCHDIOCESE OF CHICAGO

COPY

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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,

A handwritten signature in cursive script that reads "Kathleen Leggdas".

Kathleen Leggdas
Professional Fitness Review Administrator

Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
Rev. Larry McBrady, Vicar for Priests

AOC 019166

● COPY

ARCHDIOCESE OF CHICAGO

Office of the Cardinal



Post Office Box 1979
Chicago, Illinois 60690-1979

re: Monitoring

April 1, 2002

Ms. Kathleen Leggdas
Administrator
Office of Professional Fitness Review
676 N. St. Clair, Suite 1910
Chicago, IL 60611

Dear Ms. Leggdas,

I received from you the review of all the outstanding cases of reported sexual misconduct with minors by members of the Archdiocesan clergy. I thank you sincerely for the good work of the Office and your own dedication to a task so important for the Church's ministry.

I accept all the recommendations in the letters that you sent me, dated March 25, 2002. In the case of accusations against priests who are now deceased, I would like to know how it is that we are going to be of service to the victims who have brought the allegations forward at this time.

This acceptance of all recommendations made will be seconded to all parties concerned, so that the recommendations can be implemented as quickly as possible. Again, thank you for your dedication and for the help you bring to victims and clergy.

Sincerely,

A handwritten signature in cursive script that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.
Archbishop of Chicago

cc: Most Rev. Raymond Goedert
Rev. Thomas Paprocki
Rev. James Kaczorowski
Rev. Lawrence McBrady
Mr. Jimmy Lago

AOC 019167

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Memorandum

To: File - PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re: Rev. James Ray

Date: April 5, 2002

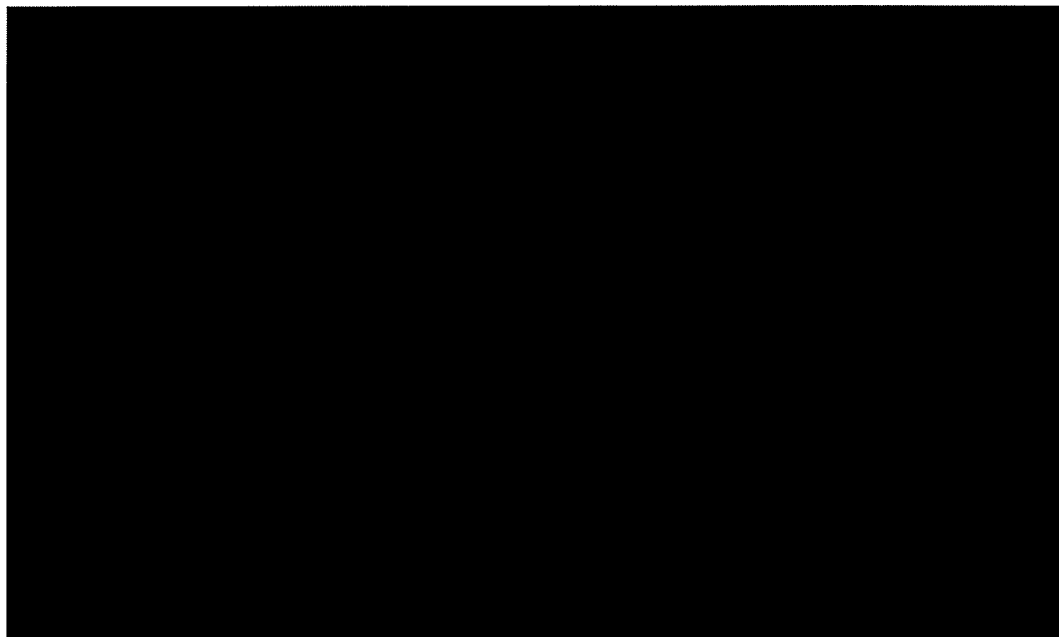
A summary of the discussion from the Professional Fitness Review Meeting on March 16, 2002:

The Board conducted a Supplementary Review of Father Ray's monitoring protocol [REDACTED]

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. [REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]
Jim Ray '75	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



The Vicars for Priests have removed 16 people from these lists

VI Old Business: [REDACTED]

VII New Business:
[REDACTED]

VIII Adjournment: _____ p.m.

MOTION: _____

**Professional Fitness Review
May 14, 2002**

**Client Case Review: Father James Ray
PFR-36**

Two allegations of sexual abuse with a minor have been brought against Father Ray. One, in 1990 (pre-Review Board), one, in 1999. At the time of the second allegation a protocol was developed and implemented by the Board. Allegations include hugging, massages/back rubs, touching the boy's genitals under his clothing. Father Ray is in limited ministry at Catholic Charities. He resides at St. John Stone Priory of the Augustinians. The Prior serves as his on-site monitor.

The Review Board found reasonable cause to suspect misconduct occurred. Father Ray denies touching under clothing. He was removed from Parish ministry and left in limited ministry with restrictions.

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Memorandum

To: File – PFR-36

From: Kathleen Leggdas, Professional Fitness Review Administrator [PFRA] *KL*

Re: James Ray Vacation

Date: May 29, 2002

PFRA spoke with [REDACTED] who will serve as monitor for Jim Ray's trip to Oregon to visit his brother in June.

Vacation form will be completed and sent to PFR Office in advance of trip.

Cc: Rev. Larry McBrady, Vicar for Priests

redacted Page



ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979
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June 25, 2002

Dear Father Ray,

As you know, the United States Conference of Catholic Bishops on June 14, 2002 in Dallas, Texas, adopted a "Charter for the Protection of Children and Young People" as well as "Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests, Deacons, and other Church Personnel." Although the latter of these two documents is awaiting the *recognitio* of the Holy See before it becomes particular law for the entire episcopal conference, diocesan bishops can adopt particular laws for their own dioceses. I have done this by adopting and incorporating the Dallas protocols into our Archdiocesan policies and procedures effective as of yesterday, when I signed the decree.

Accordingly, while your case is being reviewed in light of these policies, you are temporarily being withdrawn from all ministry and are required to report to Koenig Hall in Mundelein where you are to take up residence, effective immediately. While acknowledging your canonical rights, canon 223 also requires those exercising their rights to take into account the common good of the Church and the rights of others as well as their own duties towards others. This same canon also authorizes ecclesiastical authority to regulate the exercise of rights in the interest of the common good.

Since the safety of minors is clearly in the interest of the common good, I invoke my authority under canon 223 and order you as a matter of obedience in accord with canon 273 to cease all ministry temporarily and report for residence at Koenig Hall immediately.

Personally, I appreciated very much the conversation we had. You are in my prayers; please keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script, reading "Francis Cardinal George".

Francis Cardinal George, O.M.I.
Archbishop of Chicago

Given at the Chancery

A handwritten signature in cursive script, reading "Jim Gray".

Chancellor

Rev. James M. Ray
P.O. Box 167233
Chicago, IL 60616

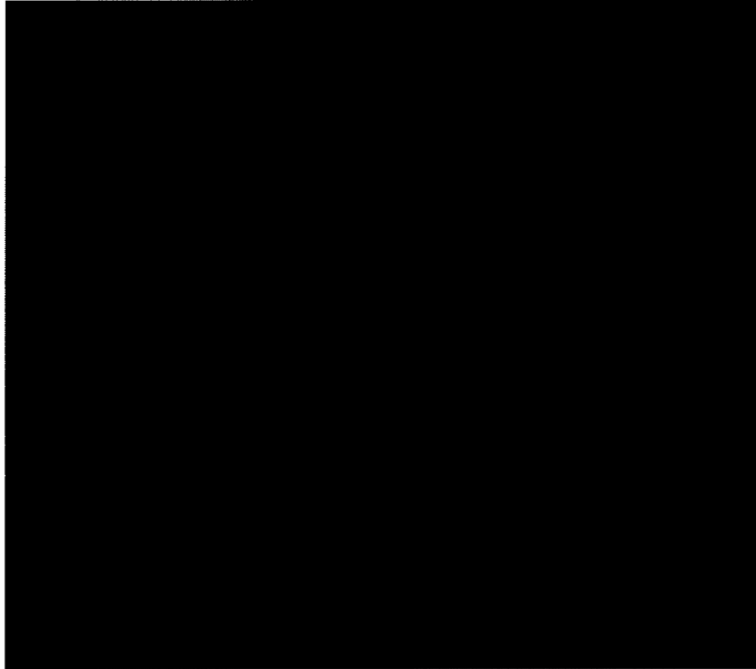
AOC 019187

- j) James Ray '75
- k) [REDACTED]
- l) [REDACTED]

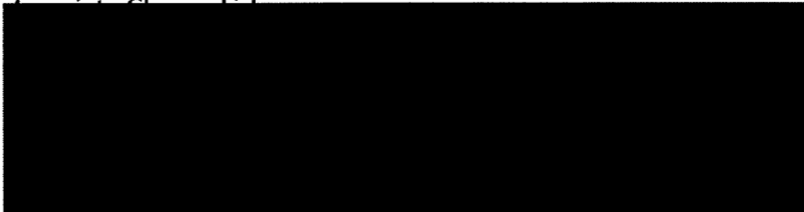
II Parishes

III Issues

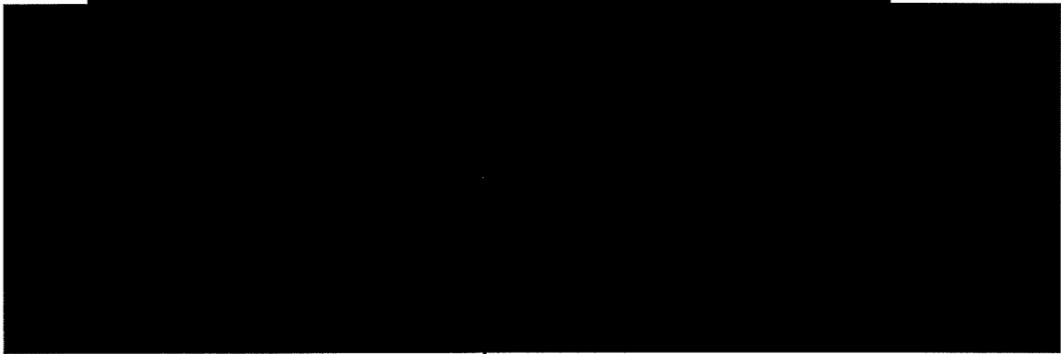
- H.
- I.
- J.



- K.



- L.



g)

h)

i)

j) James Ray '75: Jim is in the monitoring program.

k)

l)

m)

n)

H.

I.

J.

K.

L.




MEMORANDUM

COMPASSION IN ACTION SINCE 1917

DATE: July 9, 2002

TO: Rev. James Kaczorowski
Vicar for Priests

FROM: Rev. Charles T. Rubey 

SUBJECT: Fr. James Ray

This memo is to inform you that Fr. James Ray will no longer be employed at the Catholic Charities effective July 12, 2002 and he will no longer be receiving a salary check from the Catholic Charities.

If you have any questions, kindly call me at (312) 655-7280.



ARCHDIOCESE OF CHICAGO

COMPLIANCE WITH MONITORING PROTOCOLS

Name of cleric: James Ray Year of ordination: 1975 Age: 52

Current ministerial assignment (if any): Catholic Charities Hospital Liaison

Current place of residence: St. John Stone Priory, Augustinian Community

According to Archdiocesan policy §1104.12.2, a cleric who has engaged in sexual misconduct with a minor will be subject to appropriate monitoring for the remainder of his life as a cleric of the Archdiocese and his file shall remain open. Policy §1104.12.3 provides that monitoring programs and protocols should be applied on a case by case basis but must include certain essential components. This worksheet indicates whether there is compliance with these essential elements, as follows:

- Continuing jurisdiction and oversight by the Review Board with periodic evaluation and reports to the Archbishop: (circle one) YES NO

Description of continuing oversight: Meet with Professional Fitness Review Administrator semi-annually
Date of last evaluation and report: November, 2001

- A written protocol signed by the cleric, which sets forth the particular requirements applicable to him: (circle one) YES NO

Date of current written and signed protocol: November 5, 2001

- Restrictions from being alone with anyone under the age of 18: (circle one) YES NO

- Periodic physical evaluation [redacted] determined by the Review Board: (Circle one) YES NO

Date of most recent physical evaluation: [redacted]

- Regular individual spiritual direction: (circle one) YES NO

Name of Spiritual Director: _____
Frequency of meetings: _____ Date of most recent meeting: _____

- Communication with leaders and others as appropriate in the cleric's residence or place of ministry in order that they are meaningfully apprised and able to assist in the program:

(Circle one) YES NO

With whom? Rev. [redacted] - his residence
Before Bishop Conway at Cathol. Charities

- Does the cleric use the Internet? (circle one) YES NO

If yes, does he provide the Professional Fitness Review Administrator with a monthly printout of Internet sites visited? (Circle one) YES NO

Other monitoring provisions or restrictions: Completes a daily log

March 14, 2002

Signature of Professional Fitness Review Administrator

Date

3/14/02

**Client Case Review
Professional Fitness Review Office
March 14, 2002**

PFR-36 Rev. James Ray

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Bailey, Janice

From: Burns, Linda
Sent: Thursday, July 18, 2002 11:41 AM
To: Bailey, Janice
Subject: RE: Fr. James Ray #201323

Thank you, I will fix it.

-----Original Message-----

From: Bailey, Janice
Sent: Thursday, July 18, 2002 11:21 AM
To: Burns, Linda
Subject: Fr. James Ray #201323

On June 25th you emailed me regarding changing his position, job code etc.....Because the pc paid was on I was unable to change. I see that it is now off and I confirmed with Ray that he hasn't been in 10359 for sometime now. It is o.k. for you to change his record to IN status etc.....I cannot change this without written and signed information.

Bailey, Janice

From: Bailey, Janice
Sent: Thursday, July 18, 2002 8:20 AM
To: Vanderplow, Patricia
Cc: Zelman, Genevieve
Subject: FW: 201323

Patt,

I have not changed his record since he is still PC Paid. I also never responded back to Linda since he is in Interim. Until I get any paperwork he will remain in 10359 but you might want to contact Linda if you think its necessary. Thanks!

-----Original Message-----

From: Bums, Linda
Sent: Tuesday, June 25, 2002 4:18 PM
To: Bailey, Janice
Subject: 201323

Fr. James Ray

I can't change his position, job code, P/L & dept because he is PC paid.
Please change to P/L 10000, dept 99004, Position = nonstaff, job code is blank.
Status is IN
Everything else is blank.

This should be effective 06/24/02 per the Cardinal's press conference.

COPY

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Memorandum

To: File -PFR-36
From: Laura A. Neri-Palomino, Administrative Assistant
Re: Rev. James Ray
Date: July 23, 2002

The following salary adjustment is effective July 1, 2002:

Rev. James Ray ordained in 1975

- Pay Father [REDACTED] - \$20,975.00 annually
- Less 10% for PFR expenses (\$2,098.) = \$18,877.00
- \$18,877.00 divided by 12 months = **\$1,573.00 per month**

Cc: Rev. James Ray ✓
Vicar for Priests

AOC 019195

COPY

POSTED

ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

ARCHDIOCESE PRIESTS

[Signature]
Last Name, First, Middle Initial [Redacted] Social Security Number 8013237 Employee Number

Active F/T 1 Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. _____ Agency _____ No. _____

Pay through payroll	Effective Date: _____		
Regular Salary (Compensation Book)	\$ _____	Non-Payroll Compensation Type	
Other: Type	\$ _____		\$ _____
	\$ _____		\$ _____
	\$ _____		\$ _____
	\$ _____		\$ _____
Total through Payroll	\$ _____	Total Non-Payroll	\$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

OCT -9 2002

TRANSFERS – EFFECTIVE DATE August 1, 2002

Transfer From 10119 Name Parish #, School #, or Agency # To 11359 Personnel Services – Interim Salary #

Transfer From _____ Personnel Services – Interim Salary # To _____ Name Parish #, School #, or Agency #

Transfer From _____ Location To _____ Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date _____ Department Director/Date _____ Director, Human Resources/Date _____

Chancellor/Date _____ Director, Personnel Services/Date _____

Original: Payroll Yellow: Human Resources Pink: Agency Gold: Benefits
Created: July, 2000

COPY

POSTED

ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

ARCHDIOCESE PRIESTS

Last Name, First, Middle Initial Social Security Number Employee Number

Active FTI _____ Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1995 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. _____ Agency _____ No. _____

Pay through payroll	Effective Date: _____
Regular Salary (Compensation Book) Other: Type	Non-Payroll Compensation Type
\$ <u>15,877</u>	\$ _____
\$ _____	\$ _____
\$ _____	\$ _____
\$ _____	\$ _____
Total through Payroll \$ _____	Total Non-Payroll \$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

AUG -8 2002

TRANSFERS - EFFECTIVE DATE August 16, 2002

Transfer From _____ To _____
Name Parish #, School #, or Agency # Personnel Services - Interim Salary #

Transfer From _____ To _____
Personnel Services - Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date Department Director/Date Director, Human Resources/Date

Chancellor/Date Director, Personnel Services/Date

Original: Payroll Yellow: Human Resources Pink: Agency Gold: Benefits
Created: July, 2000

ARCHDIOCESE OF CHICAGO

Department of Personnel Services
Human Resources Information Systems Manager



Post Office Box 1979
Chicago, Illinois 60690-1979

(312) 751-5338
Fax: (312) 751-9806

MEMO

To: Linda Burns
Sr. Mary Ann Zrust

From: Sr. Jo Anne Murphy *JAM*
Date: September 11, 2002
Re: Request for new Status Code for Diocesan Priests
CC: Carol Fowler, Fred van den Hende

Carol Fowler and I reviewed your request in light of the codes currently in the Lawson system. We have decided to CHANGE the status code to NS, effective July 1, 2002, for the following diocesan priests: Revs. Daniel Buck, John Calicott, Robert Kealy, John Keehan, Donald Musloff, James Ray, [REDACTED] and [REDACTED].

These are the factors involved in the decision at this time. If any of these changes, contact Carol or myself to reevaluate the situation at that time.

1. None of these men are actively pursuing leaving the Archdiocese therefore we cannot use any of the Leave terminology. None of them is canonically suspended, so we cannot use the Suspension terminology.
2. All of them will be paid through the Pastoral Center Interim Salaries account. Their benefits will not change. So, there are no distinctions in handling their accounts from the handling of any other priests in the Interim Salaries account.
3. They are NOT to get Celebret cards. But this is ultimately a manual process handled by the Chancellor's office in conjunction with the Vicar for Priests.
4. Their names and address WILL appear in the Archdiocesan directory as long as they have not resigned from ministry. They WILL continue to receive all communications designated for Chicago diocesan priests.
5. They should NOT be tallied in parish counts. Even those that are pastors are not to be counted as parish ministers. I will check with HR and IT to make sure this is accurate.
6. Three currently have the title pastor. For these three men, their position as pastor will remain on the Lawson system until some official notice states otherwise. However, the mail for their respective parishes must go to the parish in the name of the parish administrator. This will be accommodated via the Levels system.

Your offices will be maintaining communication with these priests directly and will be aware of changes in their status with the Archdiocese. If any timely issues arise about their statuses and Lawson, we leave the decision in your hands. If I can be of further help, let me know.

20 September, 2002

Rev. Thomas Tivy
Vicar for Priests Office
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on vacation with [REDACTED] to Orlando, Florida October 27th-November 3rd. [REDACTED] are former members of St. Peter Damian Parish, Bartlett and [REDACTED] is a permanent deacon in the Archdiocese.

I will be traveling with [REDACTED] to Florida via airplane and we will meet [REDACTED] mother, [REDACTED] there and spend the week at a resort that is part of their vacation club.

I thank you for your consideration in this matter.

Thank you,

Jim Ray
Jim Ray

[REDACTED]

*OK
TAT
Spoke by phone*

cc Fitness Review Administrator

AOC 019200

TRAVEL/VACATION AGREEMENT

Permission to go on vacation to Orlando from/to 10/27 - 11/3, 2002
(Destination) (Dates)
this year has been granted to Jim Ray provided the following conditions
will be met by him and [REDACTED]
(Companion)

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 0, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
(Frequency)
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 November, 2002 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):

[REDACTED]

James M. Ray

Date:

9-28-02

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Org. eff. date was 8/16 but it was revised so I had to go thru back door to correct to 8/1/02

POSTED

ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

ARCHDIOCESE PRIESTS

Raf. James
Last Name, First, Middle Initial
[Redacted] Social Security Number
201323 Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. _____ Agency _____ No. _____

Pay through payroll		Effective Date: _____	
Regular Salary (Compensation Book) Other: Type	\$ _____	Non-Payroll Compensation Type	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
Total through Payroll	\$ _____	Total Non-Payroll	\$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

OCT -9 2002

TRANSFERS - EFFECTIVE DATE August 1, 2002

Transfer From 10169 Name Parish #, School #, or Agency # To 16359 Personnel Services - Interim Salary #

Transfer From _____ Personnel Services - Interim Salary # To _____ Name Parish #, School #, or Agency #

Transfer From _____ Location To _____ Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date _____ Department Director/Date CT. 10/9/02 Director, Human Resources/Date _____

Chancellor/Date _____ Director, Personnel Services/Date Coral Funder 10/9/02

Original: Payroll Yellow: Human Resources pu Pink: Agency Gold: Benefits
Created: July, 2000

11/20/02

Jim Ray called - He + [REDACTED] want
to stay on Dental at Cath Charities -
OK & Boland - so I told him OK & me

TAD

15 December, 2002

Rev. Thomas Tivy
Vicar for Priests Office
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on my annual ski trip to Boyne Mountain in Michigan.
I will leave on Friday January 3, 2003 and return on Friday January 10, 2003.

I will driving there and back with my friend [REDACTED] My oldest brother [REDACTED] and a couple of
other adult friends will be up there for part of the week.

I thank you for your consideration in this matter.

Thank you,



Jim Ray
[REDACTED]

OK
TAT
12/17/02

20 January, 2003

Rev. Thomas Tivy
Vicar for Priests
645 N Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom.

I am writing to ask permission to attend the conference in Washington D.C. for the 11th Annual World Day of Prayer for the Sick. The conference is February 9 to 11, and the morning of February 12th I will be with the Conference of Diocesan Coordinators of Health Affairs. I will fly to Washington on Saturday afternoon, February 8th, and return the afternoon of February 12th. While in Washington I will be with Rev. [REDACTED] a pastor in and the ethicist for the Diocese of Rockford and the chair-elect for the CDCHA.

I once again thank you for your consideration.

Sincerely,

Jim Ray

James M. Ray
[REDACTED]

OK

*called on 2/3/03 left message
@ Jack Keenan*

*Hi
file*

1 February, 2003

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

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

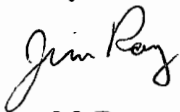
I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review.

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand.

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests.

Thank you for your consideration.

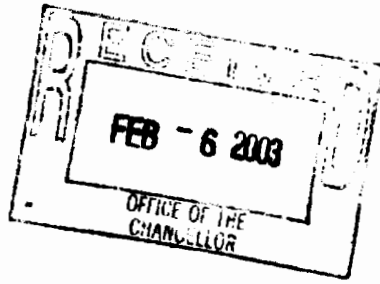
Sincerely,



James M. Ray

P.O .Box 455
Mundelein, IL 60060
847-566-6085

cc: Rev. Thomas Tivy



Jim Tivy

1 February, 2003

FEB - 5 2003

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

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review. *OK*

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand. *you plus*

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests. *OK*

Thank you for your consideration.

Sincerely,

Jim Ray

James M. Ray

P.O. Box 455
Mundelein, IL 60060
847-566-6085

cc: Rev. Thomas Tivy



Memo from:

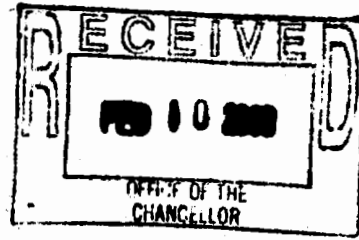
Rev. Thomas Tivy

To: Jimmy Kay Date: 2.5

Kay told me to pass this
on to you - Jim Ray
will probably write
directly to you also.

Thanks for all you
do!

Tom



6 February, 2003

Mr. Jimmy Lago
Chancellor of the Archdiocese of Chicago
P.O. Box 1979
Chicago, IL 60690

Dear Jimmy,

I sent the enclosed letter to the Cardinal. Fr. Tom Tivy told me yesterday that you are the one who would take care of such a request and that I should write to you. Rather than retype the letter, I am sending the letter I sent the Cardinal to you.

I hope you are doing well and I thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Jim".

James M. Ray

P.O. Box 455
Mundelein, IL 60060
847-566-6085

ARCHDIOCESE OF CHICAGO

Office of the Chancellor
Jimmy M. Lago



Post Office Box 1979
Chicago, Illinois 60690-1979

312-751-5382
Fax: 312-751-5381

February 7, 2003

Reverend James M. Ray
PO Box 455
Mundelein IL 60060

Dear Father Ray,

In reference to your letter of February 1, 2003, you may review your files. However, our policies do not allow you to make photocopies of any of the contents of the files. You will be able to review your files at the Archdiocesan Archives and Records Center located at 711 West Monore. Please call my assistant, Maryann Fox, at 312-751-8366 to make an appointment.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Jimmy M. Lago".

Jimmy M. Lago
Chancellor

PRIEST PERSONNEL FILE ACCESS REQUEST RECORD

Archdiocese of Chicago

This form documents an individual priest's request for access to his records. It must be filled out completely and signed by all appropriate parties.

TO BE FILLED IN BY AGENCY HOLDING RECORDS

Name of Priest File: <i>RAY, JAMES</i>	
Record of Agency/Office: <i>VICAR FOR PRIESTS</i>	
Address: <i>P.O. BOX 455</i>	
City/State: <i>MUNDELEIN, IL</i>	Zip: <i>60060-1174</i>
Phone: <i>847-566-6085</i>	

Person Requesting File: <i>JAMES RAY VIA MARY ANN FOX</i>	Date of Request: <i>2-24-03</i>
Written Request Attached (Written request must accompany this form) Y <input checked="" type="radio"/> N	

Person Authorizing Access: <i>S.R. MARY ANN TRUST</i>	Date Records Accessed: <i>2-24-03</i>
Signature: <i>Mary Ann Trust, SSW</i>	

TO BE FILLED IN BY REQUESTER

Requester's Signature Acknowledging Receipt of File:
--

Requester's Comments:
Initialed:

(Revised 12/95)

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

March 14, 2003

Rev. James Ray
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, IL 60060

Dear Jim:

I realize you must have many questions about what is happening with regard to your situation. I have appreciated your patience and understanding, and I thank you again for agreeing not to exercise ministry while your case is pending. As you know, the Dallas Charter and Norms created a canonical difficulty. They required bishops to act immediately, but Church law prohibited us from taking any action under the Norms until they received the approval of the Holy See. I am very grateful to each of you for cooperating in the implementation of the Charter and Norms, even though that cooperation has taken a toll on you. I am writing the same letter to each of you so that you are clear as to what will be happening next.

The Holy See approved the revised Norms on December 8, 2002, and Bishop Gregory indicated they would go into effect March 1, 2003. I want you to be aware of the implications of this, so that at least you will understand how we will be proceeding in the Archdiocese of Chicago. There are still some aspects of the process that the USCCB Committee on Canonical Affairs is working on, so some part of the process are less clear than others.

In the near future, I will be submitting each of your cases to the Congregation for the Doctrine of the Faith, as required by the Norms that Congregation issued in 2001. At that time, I will ask the Congregation for a dispensation from the statute of limitations so that we are free to conduct a trial according to the Code of Canon Law.

The reason for my request will be that the seriousness and the nature of the matter demand it. The sexual misconduct of clergy has caused great harm to the Church in the United States. Unless the Church appears to be taking these allegations seriously, we will lose the confidence of our faithful people and the Church in the United States will no longer have a credible voice.

Moreover, the nature of sexual abuse is such that those who are abused often repress the memory of these actions for many years. It has taken great courage on the part of many of them to come forward with these accusations. I can assure you that they did not make their decisions easily. Whether these actions took place, who was involved, and other such matters are things that are to be dealt with in a canonical trial. But I do not doubt for a moment the sincerity of those who have claimed to be victimized.

AOC 019212

At the same time I submit the case to the Congregation for the Doctrine of the Faith, I will make formal what up to now has been simply an agreement between you and me. The Essential Norms for the United States require that at this time I issue a decree, in virtue of canon 1722, prohibiting you from exercising sacred ministry and directing where you are to reside.

If the Congregation for the Doctrine of the Faith dispenses from the statute of limitations and directs me to conduct a trial here in Chicago, I will then submit all the material from your case to Father Bill Woestman, the Promoter of Justice, who will then present a petition to the Metropolitan Tribunal. The petition will ask the Tribunal to decide two issues: Did you commit an act of sexual misconduct, as described in canon 1395? If the answer to that is affirmative, shall the penalty of dismissal from the clerical state be applied to you?

At this point, if you have not already engaged the services of a canonical advocate, you will be required to do so. Your advocate's job is to ensure the protection of your rights and to raise any issues with regard to the above questions.

According to the wishes of the USCCB, the judges for the trial will be chosen from a pool of judges who will be trained in Washington during the last two weeks of February. This will ensure that no Archdiocesan priest will be deciding your case.

The judges will use the information that has been gathered by the Fitness Review Board Administrator, the Vicar for Priests, the Victim Assistance Minister, and your own personnel file. They may also ask for additional information in the case, as they see fit. You or your advocate can also propose other questions to the judges that would assist them in their investigation.

After the judges have collected all the information in the case, you and your advocate will be allowed access to all of the information that the judges will be using in making their decision. You will also be allowed to comment on the information you review, and your advocate will be given an opportunity to present arguments in the case.

At the conclusion of the process, both the Promoter of Justice and you can appeal the decision of the Tribunal. The appeal can be based upon the procedures that were followed during the course of the trial or upon the merits of the decision that was handed down. According to the 2001 Norms of the Congregation for the Doctrine of the Faith, these appeals are to be directed to the Supreme Apostolic Tribunal of that Congregation.

I believe that this is the most effective way to ensure that justice is served in the Church. By using our legal system, the rights of all parties are guaranteed and decisions are made on the basis of correct jurisprudence. Regardless of the outcome, the decisions will not only *be* just, but they will also *appear* just in the eyes of our people. This will demonstrate that decisions are not made in an arbitrary manner in the Church, but are made in an orderly and well-reasoned manner.

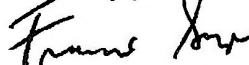
It is for this reason that I will not make any administrative decisions about the disposition of your case. I believe the judicial process will allow you and your advocate to present arguments concerning the substance of the case and the procedures that have been followed. The

judges will then be able to render a decision on this matter which is consistent with our jurisprudence and canonical practice.

I am very much aware of the pain that you have gone through during these months. While this has been personally painful for you, I believe this time has also given our people an opportunity to look at this issue more thoroughly and realize its complexity. Some of the stridency has lessened, and people seem to be reassured that the cases will be handled in a just and equitable manner.

You have been in my prayers each day, and I ask that you continue to keep me in yours.

Fraternally yours in Christ,

A handwritten signature in black ink, appearing to read "Francis George". The signature is written in a cursive, flowing style.

Francis Cardinal George, O.M.I.
Archbishop of Chicago

Ray
OK file

21 April, 2003

Rev. Thomas Tivy
Vicar for Priests
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom,

I hope you had a blessed Easter and will have a blessed Easter season, too.

The reason I am writing is to once again ask for permission to travel. My brother and sister-in-law will be celebrating their 25th wedding anniversary June 17th and they have decided to celebrate it in Las Vegas! I plan to fly to Las Vegas on Saturday, June 14th with my sister [redacted] and our friend [redacted] and return on Thursday, June 19th. We will be staying at the Harrah hotel.

Once again, I thank you for your consideration.

Sincerely,

Jim
Jim Ray
[redacted]

*OK by note
phone call
4/24*
Kendrick Ralph Howard

Jim Ray
file

19 May, 2003

Rev. Thomas Tivy
Vicar for Priests
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom,

It was good talking to you last Friday. As per our discussion, I am writing that you gave me permission to attend the wedding of [REDACTED] in [REDACTED] Arkansas on [REDACTED] 2003.

I know the [REDACTED] family from Transfiguration parish in Wauconda. Ten years ago [REDACTED] was transferred to [REDACTED] and it has been five or six years since we have seen each other, though we have kept in touch through the years. I am looking forward to seeing them and they are thrilled that I am coming.

When we talked on Friday I said my plans were to drive down on Friday June 6th and return on Sunday. I talked to [REDACTED] parents on Friday night and learned that [REDACTED] is on the opposite side of the state from [REDACTED] (over a six hour drive). I presumed they were close to each other. [REDACTED] suggested that I come down on Thursday and then travel with the family on Friday to [REDACTED] and back to [REDACTED] on Sunday. With your permission, this is what I would like to do. *etc*

Once again I thank you for your consideration.

Thank you,


Jim Ray

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

P R E C E P T

Bishops “have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor.” (*Christus dominus*, n.2b) However, since the pastors of the Church can never be expected to carry the burden of pastoral ministry alone (*Lumen gentium*, n. 30), they have been given the order of priests to cooperate in shepherding and guiding God’s people. Indeed, bishops, “because of the gift of the Holy Spirit that has been given to priests at their ordination, will regard them as indispensable helpers and advisers in the ministry and in the task of teaching, sanctifying and shepherding the People of God.” (*Presbyterorum ordinis*, n. 7)

Because of this common task, “bishops are to regard their priests as brothers and friends, and are to take the greatest interest they are capable of in their welfare, both temporal and spiritual. For on their shoulders particularly falls the burden of sanctifying their priests.” (*Presbyterorum ordinis*, n. 7b)

Moreover, the *Directory on the Pastoral Ministry of Bishops* states, “In the same way as Jesus showed his love for his disciples....so also a bishop....can hardly fail to realize that he should show his greatest love and chief concern for priests....Led by a sense of duty and sincere and invincible charity he gives willing assistance in every way to help priests to esteem the loftiness of their priestly vocation, to live serenely, to spread joy to those about them and to fulfill their duties faithfully.” (n. 107a)

This same document urges bishops to do “everything possible to prevent the troubles his priests could have....To keep them safe from trouble he takes prompt and prudent measures.” (n. 112)

The Code of Canon Law has described precepts as a means by which ecclesiastical authority “directly and legitimately enjoins a specific person or persons to do or omit something, especially in order to urge the observance of law” (c. 49).

Therefore, I issue this precept, in accordance with c. 49, to urge **Reverend James Ray** to fulfill the obligations which were placed upon him at the time of his ordination. Because some suspicion has arisen about his fidelity to the sacred promises he made at his ordination, I urge him in particular to lead a life which is in keeping with the holiness of his vocation. Although he is not presently exercising public ministry in the Church, he ought to pursue holiness of life in the way that he lives. He is also still bound to the obligation to pray the liturgy of the hours daily, to set aside time for spiritual retreats, to engage in mental prayer, to approach the sacrament of penance frequently, to honor the Virgin Mother of God with particular veneration as Queen of Priests, and to use any other means of sanctification which he finds helpful (c. 276).

Because of the obligation to observe perfect and perpetual continence for the sake of the kingdom of heaven, **Father Ray** is to act with due prudence toward persons who could endanger the obligation to observe continence (c. 277§1), and to observe the particulars of the attached Individual Specific Protocol (c. 277§3) which I have established in consultation with him.

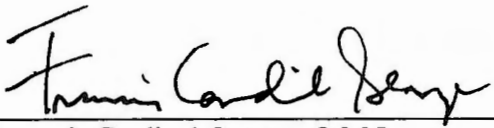
He is to avoid all those things which are unbecoming the clerical state, or those things which are foreign to the clerical state (c. 285), especially those things which are set forth in the attached Individual Specific Protocol which I have established in consultation with him.

Father Ray is hereby dispensed from his obligation to wear ecclesiastical garb (c. 284), and is strongly urged not to do so until such time as the case against him can be resolved and more permanent determinations can be made. Although not removed from office, he is nonetheless urged not to exercise the rights of any ecclesiastical office, in accordance with the Individual Specific Protocol which I have established in consultation with him.

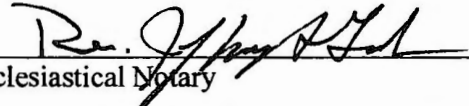
In order to ensure that these obligations are met, I have delegated **Ms. Leah McCluskey** to receive information regarding **Father Ray's** fulfillment of this precept and his Individual Specific Protocol. She is to submit a report to me no less than quarterly regarding this matter, and may report to the Professional Fitness Review Board more frequently as needed or requested.

I am establishing this precept in a spirit of fraternal charity, mindful of my responsibility to encourage my priests to remain faithful to the obligations of the clerical state. Because the attached Individual Specific Protocol has been established in dialog between **Father Ray** and the Vicar for Priests, I accept the provisions of this document, and urge **Father Ray** to fulfil them in accordance with the obedience he is to show to me as his ordinary (c. 273), and which he promised at his ordination.

Given in Chicago, Illinois on the 23rd day of May, 2003.


Francis Cardinal George, O.M.I.
Archbishop of Chicago




Ecclesiastical Notary





RECEIVED

MAY 29 2003

D E C R E E

ARCHDIOCESE OF CHICAGO
PROFESSIONAL FITNESS REVIEW

Having received the recommendation of the Archdiocesan Professional Fitness Review Board that there is "reasonable cause to suspect" that **Reverend James Ray** engaged in sexual misconduct with a minor, I have concluded that this constitutes information which "at least seems to be true" (c. 1717).

Therefore, in accordance with the aforementioned canon, I decree that an inquiry be done into the facts and circumstances of this accusation, as well as its imputability to **Father Ray**.

Since my other duties prevent me from conducting this investigation personally, I hereby appoint **Ms. Leah McCluskey** to act as the investigator in this matter. In carrying out these duties, Ms. McCluskey will have all of the authority of an auditor, in accordance with cc. 1428 and 1717. She is to collect any additional proofs she deems necessary in accordance with the norm of law as they relate to the present allegation. She is delegated to take testimony from the accused and from any witnesses (cc. 1530 – 1538 and 1547 – 1573), to obtain any necessary documents (cc. 1540 – 1546), to enlist the services of any experts deemed necessary (cc. 1574 – 1581), and to have access to places or things which she deems necessary for her investigation.

In conducting her investigation, Ms. McCluskey is to take care that such an investigation does nothing to harm **Father Ray's** name or to violate his right to protect his privacy. Nor may he be asked to do anything which violates his conscience or is morally unacceptable according to the Church's moral teachings.

After she has concluded her investigation, Ms. McCluskey is to make a written report to me, no later than thirty days from the date of this appointment. This report is to address the facts, circumstances, and imputability concerning the alleged offense.

Given on 23 May, 2003 at Chicago, Illinois.

Francis Cardinal George, O.M.I.
Archbishop of Chicago



Ecclesiastical Notary

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



COPY

155 E. Superior St.
Chicago, Illinois 60611

May 23, 2003

RECEIVED

MAY 29 2003

ARCHDIOCESE OF CHICAGO
PROFESSIONAL FITNESS REVIEW

Ms. Leah McCluskey
Professional Fitness Review Administrator
676 North St. Clair
Chicago, IL 60611

Dear Ms. McCluskey:

Accompanying this letter is a decree which appoints you as the investigator into an allegation of sexual misconduct with a minor that was made against **Rev. James Ray**. The terms of this investigation are spelled out in the decree.

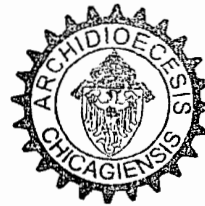
At the same time, I am designating you as the person who is to supervise the "monitoring protocol" which has been established for Father Ray. I ask that you report to me on a regular basis, but no less than quarterly, on Father Ray's compliance with this protocol. You may also wish to report more frequently to the Professional Fitness Review Board so that they can make further recommendations to me on this matter.

In order to ensure confidentiality in this matter, I ask that you perform this task personally and not designate anyone else for this purpose. Should there be periods of time when you will not be able to perform this task personally, please refer the matter to the Vicar for Priests.

Thank you for agreeing to take on these additional tasks.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.
Archbishop of Chicago



Ecclesiastical Notary

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

May 27, 2003

Rev. James Ray
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, IL 60060

Dear Jim:

I am again writing to you to give you an update as to what is happening concerning the allegations of sexual misconduct with a minor which have been made against you. I am extremely grateful to you for your patience in this matter. As you know, the Dallas Charter required me to act quickly in cases involving allegations of clerical sexual misconduct with a minor to ensure that no priest with a credible accusation was engaged in public ministry. However, because the accompanying Norms had not been approved by the Holy See, I have not been able to act as quickly as I would have liked in getting your case resolved.

With the Norms having gone into effect on March 1, 2003, along with further instructions which came from the Holy See in February, we are now in a position to begin referring our cases to the Congregation for the Doctrine of the Faith. Before I make such a referral, I will gather any additional information that seems necessary and review the matter once again. I will then send your advocate a copy of the letter I will be sending to the Holy See, and allow him or her the opportunity to offer an opinion as well. I anticipate this being done by the middle of July.

To that end, I have delegated Ms. Leah McCluskey to review each of the cases to see if more information needs to be gathered. I have asked her to report back to me within one month so that I can make a determination about referring the case to the Congregation for the Doctrine of the Faith. According to the recommendation of the Canonical Affairs Committee of the United States Conference of Catholic Bishops, if the Congregation for the Doctrine of the Faith directs me to begin a penal trial, the judges to be used will not be priests serving in the Archdiocese of Chicago. They will be chosen from a list of priests who have been trained to hear cases of clerical sexual misconduct.

In referring your case to the Congregation for the Doctrine of the Faith, I will also consult with the Promoter of Justice and issue a decree which formalizes those things which I asked you to do for the good of the Church and under your promise of obedience to me. The imposition of this decree is required by Norm 6 of the Essential Norms established by the United States Conference of Catholic Bishops.

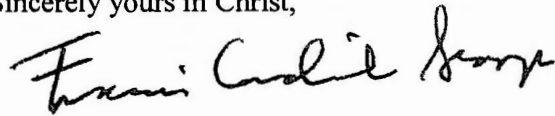
AOC 019221

I have also designated Ms. McCluskey as the person to ensure that the "monitoring protocol" which you signed is being followed. She will report to me and to the Professional Fitness Review Board concerning your compliance with this protocol. I have asked that she perform this function personally, with the Vicar for Priests doing so in her absence. This will ensure the confidentiality and professionalism of this monitoring.

The protocols which you sign from time to time are not to be considered as penalties imposed on you. Instead, they are ways in which I exercise my responsibility to ensure that you fulfill the obligations which you received when you were ordained. I am establishing these protocols as individual precepts, which canon 49 describes as "a decree which directly and legitimately enjoins [you] to do or omit something, especially in order to urge the observance of law." You will receive a copy of my precept at the same time you receive a copy of your protocol.

I hope this clarifies the process somewhat for you. I am grateful that we can finally begin a process for the resolution of your case. I know this has been a very difficult period of time for you in your priesthood. You have always been in my prayers during this time. I ask that you continue to keep me in yours.

Sincerely yours in Christ,

A handwritten signature in black ink, reading "Francis Cardinal George". The signature is written in a cursive, flowing style.

Francis Cardinal George, O.M.I.
Archbishop of Chicago

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, IL 60611



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

July 2, 2003

Fr. James Ray
PO Box 455
Mundelein, Illinois 60060

COPY
of an original document from the files of
PROFESSIONAL FITNESS REVIEW
ARCHDIOCESE OF CHICAGO
This is a red ink stamp!
DO NOT COPY

Dear Fr. Ray,

Enclosed you will find documentation regarding the newly revised Monitoring Protocols. Fr. Thomas Tivy will be contacting you in the near future to schedule a meeting so that the three of us may discuss and review the enclosed information. Fr. Daniel Smilanic, Promoter of Justice and Delegate to the Cardinal, will also be present at the meeting to address any canonical questions.

I have also enclosed a copy of the most recent policies and procedures, *1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry*. A newly revised copy of the policies and procedures are to be effective on July 15, 2003 and as a result, are not yet available.

Please feel free to contact me with any questions or concerns:

Leah McCluskey
Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, Illinois 60611
312 751-5205, office
312 751-5279, fax
lmclluskey@arhcchicago.org

Sincerely,


Leah McCluskey
Professional Responsibility Administrator

Enclosures

Cc: Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests

AOC 019223

2 July, 2003

Rev. Thomas Tivy
Vicar for Priests
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom,

I am writing to you as per our conversation yesterday afternoon asking permission to go to the Ozarks in July and to my brother's in [REDACTED] Oregon in August.

I will be driving to the Ozarks with [REDACTED] former parishoners from St. Peter Damian in Bartlett. We will be staying with [REDACTED] also former parishoners from St. Peter Damian. We will leave on Sunday, July 13th, and return on Friday, July 18th.

I do not yet know the dates I will be going to my brother's. But it will be sometime in the latter part of August. I will let you know when my plans are definite.

I again thank you for you consideration.

Thank you,


James M. Ray

AOC 019224

ARCHDIOCESE OF CHICAGO

COPY

Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, IL 60611



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

July 11, 2003

Francis Cardinal George, O.M.I.
Archbishop of Chicago
155 E. Superior Street
Chicago, Illinois 60611

Dear Cardinal George,

As the Auditor whom you appointed in accord with Canon 1717 to conduct a Preliminary Investigation into the allegations of sexual abuse of minors that have been made against the Rev. James Ray, a priest of the Archdiocese of Chicago, I would like to inform you that the investigation has been completed.

As required by Canon 1718, a sufficient amount of material is now present for you to make a determination. I have examined the files of the investigations of the allegations of sexual misconduct with minors by Fr. Ray, and I have found them to be complete.

There is at least one allegation that was submitted to the Archdiocesan Professional Responsibility Review Board in which the Board recommended to you that there is reasonable cause to suspect that the alleged misconduct did occur. Given the material gathered as the Board's instruction of the case, it is now necessary for you to determine if the elements meet the required standard of proof. The Board reported their finding to you after having discussed the evidence and the arguments in two formal sessions. As part of the procedure followed by the Board, Fr. Ray was read the allegations made against him and provided a response. With reference to his involvement in the instruction of the case, Fr. Ray had the advice of legal counsel.

I now submit this matter to your Eminence for a determination. It is my recommendation that the allegation of sexual misconduct with a minor against the Rev. James Ray has the semblance of truth (*notitiam saltem verisimilem*) as required by Canon 1717 and Article 13 of the Procedural Norms *de gravioribus delictis*, and consequently the case should be sent to the Congregation for the Doctrine of the Faith.

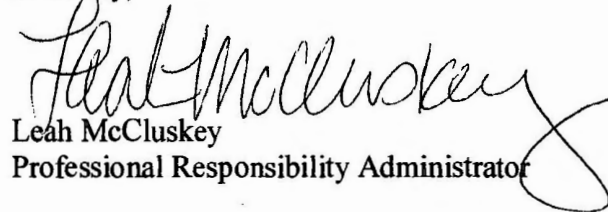
There is at least one allegation of sexual misconduct against Fr. Ray. The Professional Responsibility Review Board has been presented all allegations against Fr. Ray, and has reported to you the finding that the allegations provide reasonable cause to suspect that the alleged incidents of misconduct did occur. It is my recommendation that the aforementioned allegations have the semblance of truth (*notitiam saltem verisimilem*) as

AOC 019225

required by Canon Law. As a result, there is no additional information that needs to be gathered at this time regarding the allegations made against Fr. Ray.

If you have any questions or concerns, please contact me at 312 751-5205.

Sincerely,



Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests

ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley
Director



Post Office Box 1979
Chicago, Illinois 60690-1979

Tel: (312) 751-5379
Fax: (312) 751-5252
e-mail: jomalley@archdiocese-chgo.org

July 11, 2003

RECEIVED

JUL 14 2003

**ARCHDIOCESE OF CHICAGO
PROFESSIONAL FITNESS REVIEW**

PERSONAL AND CONFIDENTIAL

Mr. George D. Strickland
Assistant State's Attorney
Chief Criminal Division Office of the
Lake County State's Attorney
18 North County Street
Waukegan, Illinois 60085

RE: [REDACTED]
Date of Birth: [REDACTED] (approximately)
Date of alleged abuse: 1974 or 1975

Dear Mr. Strickland:

The Office of Legal Services of the Archdiocese of Chicago recently has learned of an allegation received by the Archdiocese on November 20, 1991 from [REDACTED] [REDACTED] currently [REDACTED] years old, that he was the victim of alleged sexual misconduct in 1974 or 1975 by Fr. James Ray. Fr. Ray was an archdiocesan priest who was assigned to St. Anastasia Parish in Waukegan at the time of the incident. The alleged abuse took place in Lake County Illinois. A copy of a memorandum reflecting the allegation is enclosed.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

Handwritten signature of John C. O'Malley in black ink.
John C. O'Malley
Director of Legal Services

JCOM:sm

Enclosure

cc: Mr. James A. Serritella
Ms. Leah Mc Cluskey

SC:03SC067/Notification to Lake Co State's Attorney Office

AOC 019227

ARCHDIOCESE OF CHICAGO

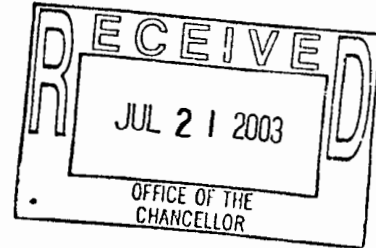
Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

14 July, 2003

Ms. Leah McCluskey
Office for Professional Responsibility
676 North St. Clair St.
Chicago, IL 60611



Dear Ms. McCluskey:

I received the report from your investigation of the matter of sexual misconduct with a minor on the part of **Reverend James Ray**.

I accept your findings and have determined that there is a semblance of truth to the allegation that **Father Ray** engaged in acts of sexual misconduct with a minor.

Therefore, by means of this letter, I am bringing the Preliminary Investigation of this matter to a close. Based upon the information you have provided, I have concluded that this case must be referred to the Congregation for the Doctrine of the Faith, in accordance with Part II, Article 13 the motu proprio *Sacramentorum sanctitatis tutela*.

Thank you for your diligent work, Ms. McCluskey. I appreciate the professional way in which you have handled these matters.

Sincerely yours in Christ,

Handwritten signature of Francis Cardinal George in cursive.

Francis Cardinal George, O.M.I.
Archbishop of Chicago



Handwritten signature of the Ecclesiastical Notary in cursive.

Ecclesiastical Notary

cc: Revs. Kaczorowski and Smilanic, Ms. Leah McCluskey, Mr. Jimmy Lago, Mr. John C. O'Malley

ARCHDIOCESE OF CHICAGO

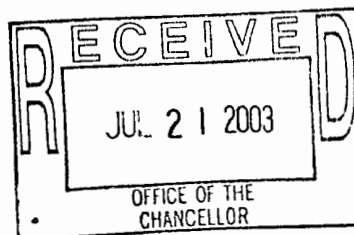
Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

15 July, 2003

Rev. James Ray
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, IL 60060



Dear Jim:

I am writing to let you know that I have received the report from Ms. Leah McCluskey regarding the inquiry she conducted concerning the allegations of sexual misconduct that were made against you.

Taking into account the material already presented to the review board, she has looked into the matter further. I have concluded from her report that there is enough evidence to indicate that I need to refer your case to the Congregation for the Doctrine of the Faith and ask for their permission to conduct a trial to determine whether you committed the delict of sexual abuse of a minor; and, if so, what penalty ought to be imposed on you.

I will make this referral by the end of the month. It is impossible to say when the Congregation for the Doctrine of the Faith will respond to my request.

If I am given permission to conduct a trial in the Archdiocese, I will ask the United States Conference of Catholic Bishops to provide me with three judges. I will also present all the material in the case to the Promoter of Justice, and ask that he draw up a formal petition. A trial will then be conducted according to the norm of law. You will be informed throughout the proceedings of how you might exercise your rights. If you have not appointed an advocate, one will be appointed for you.

Since you are already observing the restrictions on your ministry as I requested, I do not see any need to impose any formal penal restrictions on you, as called for by canon 1722. In a previous letter to you, I indicated that I would issue this decree once I sent the case to the Holy See. In light of your cooperation, however, I have decided it is not necessary to take any further steps at this time.

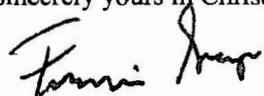
As you know, the Dallas Charter and subsequent Norms state that if even a single act of sexual misconduct with a minor is proven, you must be removed permanently from ministry. Even if the offense does not warrant dismissal from the clerical state, the laws approved by the Holy See for the United States would not allow me to assign you to any public ministry, to celebrate the sacraments publicly, or to present yourself in public as a priest. Instead, you would be expected to lead a life of prayer and penance under my direction.

AOC 019229

On the other hand, if the allegations against you are not proven, I will do everything I can to restore your reputation. I realize how difficult this might be, given the publicity that has already been given to this matter. Since I also realize you may have some feelings about this matter, I will consult with you before anything is done in this regard.

I am again appreciative of the cooperation you have given me in this matter. I will keep you in my prayers, and ask that you keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis George".

Francis Cardinal George, O.M.I.
Archbishop of Chicago

ARCHDIOCESE OF CHICAGO

Office of the Metropolitan Tribunal
 Rev. Patrick R. Lagges, J.C.D.
 Phone: (312) 751-8384
 e-mail: plagg@archchicago.org



155 E. Superior St.
 Chicago, Illinois 60611

Fax: (312) 751-8314

MEMORANDUM

TO: Ms. Leah McCluskey
 cc: Bishop Goedert
 Father Kaczorowski
 Father Smilanic
 Mr. Jimmy Lago
 Mr. John O'Malley

FROM: Father Lagges *PL*

RE: Precepts: An Oversight

DATE: 18 July, 2003

RECEIVED

JUL 21 2003

ARCHDIOCESE OF CHICAGO
 PROFESSIONAL FITNESS REVIEW

Enclosed are copies of precepts that should have accompanied the copies of letters from the Cardinal delegating you to receive information concerning the monitoring of priests accused of sexual misconduct.

I'm sorry that I didn't send these on until now. The precept simply spells out the canonical rationale, and doesn't alter anything from the previous letter.

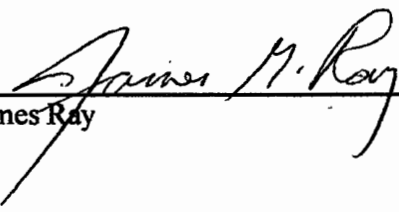
I am not sending copies to the accused, since we don't usually send procedural decrees to people. The 27 May letter explained the gist of what is in the precept.

Sorry.

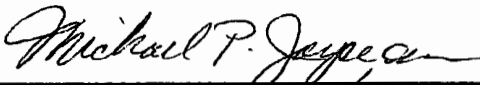
Appointment of Procurator and Advocate

I, the Reverend James Ray, with this document hereby authorize and appoint the Reverend Michael P. Joyce, CM, J.C.D. to act as my procurator and advocate and give him my mandate in accord with canons 1481-1489 and 1725. By this mandate, I authorize the aforesaid Procurator and Advocate to act on my behalf before my local ordinary and any ecclesiastical tribunal. He enjoys all the privileges and rights accorded him in canon law including those actions requiring a special mandate.

He serves with the agreed upon remuneration. I reserve the right to revoke this mandate with due notice to the Reverend Michael P. Joyce, CM.

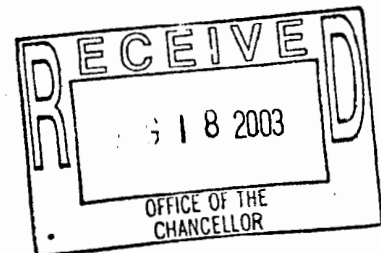


Rev. James Ray



Rev. Michael P. Joyce, CM, J.C.D.

Mundelein, Illinois
July 24, 2003



31 July, 2003

Rev. Thomas Tivy
Vicar for Priests
645 N. Michigan Avenue
Suite 543
Chicago, IL 60611

Dear Tom.

Here is a copy of the form that Michael Joyce sent me. I sent a copy to Pat Lagges. Is there anything I should be doing now? Or that Mike Joyce should be doing now?

Also, I will be leaving the evening of Friday August 22 to visit my brother [REDACTED] and his family in [REDACTED] OR. I will be returning on Wednesday September 3rd.

I hope you are doing well. Take care.

Thanks,



James M. Ray

ARCHDIOCESE OF CHICAGO

Office of the Metropolitan Tribunal
Rev. Patrick R. Lagges, J.C.D.
Phone: (312) 751-8384
e-mail: plaggess@archchicago.org



155 E. Superior St.
Chicago, Illinois 60611

Fax: (312) 751-8314

MEMORANDUM

TO: Bishop Goedert
Father Smilanic
Father Kaczorowski
Ms. Leah McCluskey
Mr. Ralph Bonaccorsi
Mr. Jimmy Lago
Mr. John O'Malley

FROM: Father Lagges *plw*
RE: Referral of case to Rome
DATE: 1 August, 2003

This is to inform you that on **31 July, 2003** Cardinal George has forwarded the case of **Reverend James Ray** to the Congregation for the Doctrine of the Faith, asking for permission to conduct a penal trial in the Archdiocese of Chicago.

It is impossible to estimate when we will receive a response from the Holy See. Given the large number of cases that are being sent there from the United States, it will probably be at least several months before we hear anything.

If a penal trial is permitted, all the material in the case will be handed over the Promoter of Justice (Rev. William H. Woestman, O.M.I.), who will then petition the tribunal to hear the case. The judges assigned to the tribunal will be from outside the Archdiocese of Chicago. They will follow the normal judicial process specified in Book VII of the Code of Canon Law. (These are the same processes that are followed in marriage nullity cases.)

The Archdiocese will be the petitioner in the case; the accused priest the Respondent. The two questions before the court will be: (1) Has the priest committed an act of sexual misconduct with a minor? (2) If so, in accordance with the Dallas Charter and Norms, shall he be dismissed from the clerical state?

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

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

MEMORANDUM

TO: Ralph Bonaccorsi, Assistance Ministry
Rev. James Kaczorowski, Vicar for Priests
Jimmy Lago, Chancellor
Leah McCluskey, Office of Professional Responsibility
John O'Malley, Legal Services
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests

FROM: Laura Neri-Palomino, Administrative Assistant
Office of Professional Responsibility

DATE: August 14, 2003

RE: [PFR-36] Ray, James [REDACTED]

Attached is a copy of a new allegation received by this office on 7/14/93. We are opening a file and Leah McCluskey, Professional Responsibility Review Administrator will begin the Review Process by attempting to arrange an interview with [REDACTED]. Please advise this office of any information you may have in your files regarding Ray, James [REDACTED]

It is extremely important that you forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Thank you.

Attachment

cc: Most Rev. Raymond E. Goedert

AOC 019235

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

September 16, 2003

Rev. James Ray
P.O. Box 455
Mundelein, IL 60060-0455

Dear Fr. Ray,

Enclosed you will find documentation regarding the monitoring protocols.


The monitoring protocols have been changed somewhat. This was done principally in order to put into a standard written form, arrangements that had been made orally and/or on an individual basis. It was felt that by committing as much as possible to a written form, misunderstandings could be reduced and communication would be facilitated. These changes reflect the feedback provided by all those involved in the monitoring program, including those who are subject to it. The enclosed forms contain the adjustments made to the monitoring forms that were provided to you in July of 2003. All those involved in monitoring will be receiving a copy of the new forms.

All of the information enclosed as well as a copy of this letter and a copy of the policies and procedures, *1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry* promulgated on July 15, 2003 has been forwarded to your canonical advocate, Rev. Michael P. Joyce, CM, JCD.

As you agreed orally to comply with the earlier form of the monitoring protocols, I ask that you indicate to me your oral agreement to these.

In designing a form that addresses so many different, complex situations, one or another points may be unclear. If you have any question or concerns, please contact me at [312] 751-5205.

Sincerely,


Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests
Rev. Michael P. Joyce, C.M., J.C.D., Canonical Advocate

Enclosures

AOC 019236

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

INDIVIDUAL SPECIFIC PROTOCOL
For

James Ray

The Individual Specific Protocols (ISP) implement 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. 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); please refer to protocol number 15.

This ISP for JAMES RAY is as follows (PRA to initial all that apply):

1. Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.

2.

3.

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 priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is to intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested. The monitor will return the log forms at the end of each month to PRA.

5. Abide by the restriction of residence to Cardinal Stritch Retreat House

6. No inappropriate use of computers, software, Internet capabilities, communications tools or technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
7. Must complete and submit the "Travel/Vacation Agreement" to PRA prior to a scheduled departure.
8. N/A Attendance at a recommended support group _____ (please indicate specific support group). Recommended frequency of ____ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
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. The right of defense must not involve the public life of the Church.
12. On-site visits by PRA annually to include meeting with PRA and the cleric.
13. On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
14. This ISP is to be reviewed annually with PRA, VP, and the cleric.
15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16. 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, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: _____ Date: _____

Printed Name: _____

Signature of PRA: Paul McElwain Date: 9/17/03


Signature of VP: Thomas Tivy Date: 9/17/03

A copy of this Protocol will be kept on file in the Office of Professional Responsibility and on file in the Office of the Vicar for Priests.

Office of Professional Responsibility

P.O. Box 1979
Chicago, Illinois 60690-1979(312) 751-5205
Fax: (312) 751-5279**MEMORANDUM**

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, James

Date: September 25, 2003

PRA received a phone call on September 24, 2003 from Fr. James Ray regarding monitoring protocols he recently received via mail. Fr. Ray provided PRA with his verbal agreement to comply with the revised monitoring protocols. He was advised by PRA to speak with his canonical advocate, Rev. Michael P. Joyce, CM, JCD, regarding the protocols prior to Fr. Ray's decision to provide PRA with a signed Individual Specific Protocol.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests

TRAVEL/VACATION NOTIFICATION

COPY

Jim Ray [name of cleric] has informed this office that he will be traveling to Twin Lake, WI. FR FRED PESEK's Home [destination address and contact phone number] from

11-5-03 [departure date] through 11-7-03 [return date].

Jim [name of cleric] will be monitored by

FR FRED PESEK [name of travel monitor]. FR FRED PESEK [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of FR FRED PESEK [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. FR FRED PESEK [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over: _____ [aforementioned time frame].

3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 11-7-03 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: Jim Ray Date: 4 November, 2003
PRA Signature: Paul McMorley Date: 11/4/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




COPY

P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

MEMORANDUM

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: November 13, 2003

PRA spoke with Rev. Anthony Talarico via phone on November 12, 2003 regarding Rev. James Ray's Daily Log forms completed for the month of October 2003. PRA informed Fr. Talarico that Fr. Ray sent the Daily Log forms without his [Fr. Talarico's] initials. When asked by PRA, Fr. Talarico agreed that Fr. Ray was compliant with monitoring protocols for the month of October 2003. Fr. Talarico informed PRA that he would speak with Fr. Ray regarding his need to sign off on all of Fr. Ray's Daily Log forms.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Thomas Tivy, Vicar for Priests

AOC 019241

RECEIVED
COPY DEC 15 2003

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

15 December, 2003

Dear Leah,

I want to share with you my over night and travel plans for the near future.

I will spend Christmas Eve night at my friend [REDACTED] home in Bartlett, [REDACTED]

Decmeber 31st I will either spend the night at my friends [REDACTED] in Bartlett or the night at Harrah's in East Chicago, IN with my friend [REDACTED] I will let you know as soon as I know what my plans are.

January 2-9 I will be going on my annual ski trip to Boyne Mountain Michigan. I will be there with my friends [REDACTED] and [REDACTED]

January 18-23 I will be in Las Vegas. I will be attending a meeting with Bishop Conway January 18-21. If the Bishop should not be able to make it because of his health problems, I will also be there with Fr. [REDACTED], from the Rockford Diocese. Then January 21 & 22 I will spend at my friends [REDACTED] and fly home on the 23rd.

Then February 27th I am flying out to Reno, NV with my friend [REDACTED] to meet up with my brother and sister-in-law for the weekend, returning March 1st.

Have a Blessed Christmas!


Jim Ray
[REDACTED]

I am faxing 6 pages including this page.

of an original document from the **RECEIVED**
TRAVEL/VACATION NOTIFICATION
OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO DEC 15 2003

Jim Ray [name of cleric] has informed this office that he will be traveling to
Bartlett, IL [destination address and contact phone number] from
12-24-03 [departure date] through 12-25-03 [return date].

Jim Ray [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-25-03 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 15 December, 2003
PRA Signature: Pat McCluskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO
ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to
Boyer Mountain, MI [destination address and contact phone number] from
1-2-04 [departure date] through 1-9-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim 1-9-03's [cleric name] residence has been scheduled for 1-9-03 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 15 December, 2003
PRA Signature: Pat McCluskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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of an original document from the files of

DEC 15 2003

OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

ARCHDIOCESE OF CHICAGO

This is a red ink stamp

do not copy

Jim Ray [name of cleric] has informed this office that he will be traveling to Alexis Park Resort Las Vegas, NV [destination address and contact phone number] from 1-18-04 [departure date] through 1-21-04 [return date].

Jim [name of cleric] will be monitored by Bishop Conway [name of travel monitor]. Bishop Conway [name of travel monitor] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of Bishop Conway [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. Bishop Conway [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over _____ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-23-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003
PRA Signature: Paul McElroy Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

TRAVEL/VACATION NOTIFICATION

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DEC 16 2003
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Jim Ray [name of cleric] has informed this office that he will be traveling to

Las Vegas [destination address and contact phone number] from

1-21-04 [departure date] through 1-23-04 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim Ray [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-23-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003
PRA Signature: Paul McCloskey Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

TRAVEL/VACATION NOTIFICATION

COPY RECEIVED
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OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to
Harran's
Reno, NV [destination address and contact phone number] from

ARCHDIOCESE OF CHICAGO
This is a routing stamp
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2-27-04 [departure date] through 3-1-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 3-1-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 15 December, 2003

PRA Signature: Paul McIlroy Date: 12/15/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

TRAVEL/VACATION NOTIFICATION

DEC 23 2003

COPY ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to
Harrah's East Chicago, IN [destination address and contact phone number] from
12-31-03 [departure date] through 1-1-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-1-04 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 12-26-03

PRA Signature: Paul McCloskey Date: 12/30/03

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.



Office of Professional Responsibility

PFR-36 - James Ray

July 1, 2003 to December 31, 2003


Monthly Schedule

Dates/Times	Event (Therapy, Spiritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
May 6, 13, 20, 27, 2003		
March 4, 18, 2003; April 15, 2003 & May 3, 2003		
June 3, 10, 23, 2003		
July 1, 8, 15, 29, 2003		
August 5, 2003		
August 5, 19, 26, 2003		
November 5-7, 2003	Twin Lake, WI	Fr. Fred Pesek (Traveling Monitor)
December 31, 2003	Bartlett, IL	[REDACTED] (Traveling Monitor)

Office of Professional Responsibility

P.O. Box 1979
Chicago, Illinois 60690-1979(312) 751-5205
Fax: (312) 751-5279**MEMORANDUM**

To: File - PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James

Date: January 30, 2004

PRA received a message from Rev. James Ray on Saturday, January 24, 2004 at 10:45pm. He stated that he had just returned from his trip to Las Vegas and as a result of the combination of the weather and his fatigue, he was staying at his friends' home in Bartlett, Illinois. PRA could not make out the name of the friends with whom he was staying, but did leave their home phone number [REDACTED] Fr. Ray also left his cellular phone number as a contact [REDACTED]

Cc: Rev. Thomas Tivy, Vicar for Priests

Office of Professional Responsibility

P.O. Box 1979
Chicago, Illinois 60690-1979(312) 751-5205
Fax: (312) 751-5279

February 2, 2004

Rev. James Ray
Post Office Box 455
Mundelein, IL 60060-0455

Dear Fr. Ray,

I hope all is well and I regret that we were unable to meet on Monday when Rev. James T. Kaczorowski and I were at the retreat house.

As you may know, Fr. Kaczorowski and I met with several of the men on January 26, 2004 who are to be adhering to the monitoring protocols. In the absence of a face to face meeting, I asked your on-site monitor, Rev. Anthony Talarico to ensure that you received an envelope with copies of the current Individual Specific Monitoring Protocols, a Daily Log form, as well as a Travel/Vacation Agreement form. These forms have been adjusted with the assistance of Rev. Daniel A. Smilanic, Promoter of Justice as a result of the feedback that many of you have provided to me in the past.

Cardinal George has agreed with the Review Board's recommendation that you review and sign the Individual Specific Protocol and return it to me no later than March 31, 2004.

If you have any questions, please feel free to contact me at [312] 751-5205. Rev. Thomas Tivy may also be reached at [312] 642-1837.

Sincerely,

A handwritten signature in cursive script, appearing to read "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

Cc Rev. Thomas Tivy, Vicar for Priests

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OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

FEB 23 2004

ARCHDIOCESE OF CHICAGO

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!
DO NOT COPY

Jim Ray [name of cleric] has informed this office that he has a travel itinerary
[redacted], Lemont
FR FRED PESEK [destination address and contact phone number] from

2-24-04 [departure date] through 2-25-05 [return date].
Jim [name of cleric] will be monitored by
FR FRED [name of travel monitor]. FR FRED [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of FR FRED [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. FR FRED [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over _____ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 2-25-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 2-23-04
PRA Signature: Paul McIlwain Date: 2/24/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

I don't know the address. Fred lives in a house across the street from St. Alphonsus.

**ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

February 26, 2004

Dear Brother Priests,

Attached is a copy of the letter which the Cardinal sent to all priests in the Archdiocese. This is being sent to you to keep you informed about the communication that is being sent at this time. If you have questions, please feel free to contact Leah McCluskey, Tom Tivy or myself.

Be assured of my prayers and support for you. The beginning of the season of Lent reminds us of the One who sustains us through the difficult times of our lives. May this Jesus be with each of you, now and always.

God bless you.

Sincerely, in Christ,

Handwritten signature of Rev. Jim T. Kaczorowski, appearing as 'KAZ'.

Rev. Jim T. Kaczorowski
Vicar for Priests

Cc: Leah McCluskey
Rev. Thomas A. Tivy

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



February 26, 2004

Dear Brothers in Christ:

First, thanks to all of you who shared with your parishioners a copy of my February 15 letter concerning the John Jay study in advance of that report's official release tomorrow. You will remember that there are actually two reports to be released tomorrow, both commissioned by the Bishops. The John Jay social science study will contain national statistics regarding both those abused and accused, as well as dollar amounts spent to respond to the crisis. The National Review Board report will provide a context for the John Jay data.

We have been asked to wait until the reports are officially released tomorrow to offer comment on them, when real figures and perspective become public. I am told that both reports will be available to be viewed by 10 a.m. Friday on the U.S. Conference of Catholic Bishops website (www.usccb.org, linked to our website at www.archchicago.org). I will meet with media tomorrow to respond to the reports in their entirety and at that time offer our own up-to-date figures for the Archdiocese of Chicago about allegations made against clergy because of sexual abuse of children and youth since 1950.

I am including in this fax an advance copy of a letter and attachment I would like you to share with your parishioners this weekend about the reports. *(A clean copy of this letter will be available to you to download on Friday morning from the archdiocesan website, www.archchicago.org, in English, Spanish, and Polish.)* We will share this same letter with news media at tomorrow's news conference.

We will also be initiating a new service to access information for the protection of minors and to assist those who may have been sexually abused by a priest. The service will allow self-identified individuals, upon request, to receive appropriate information, already made public in another forum, regarding whether there has been reason to suspect that a past or present priest of the Archdiocese of Chicago may have abused a minor. All those inquiring will receive a written response. For inquiries on 98% of archdiocesan priests, the information provided will simply include an ordination date and a description of a current assignment. It is likely that we will be asked to describe this service at the news conference.

I was grateful to learn that some parishes are planning prayer services to coincide with the release of the John Jay report, because surely the issues raised by it are matters to be brought to prayer. I understand, too, that other parishes are planning discussions in which the report can be further evaluated. Because the release of this study could reopen some wounds among our people -- particularly among those who may have been abused -- I encourage you to have on hand contact information about how allegations of clergy sexual abuse can be reported.

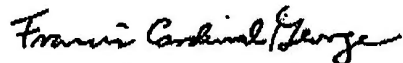
Visit the Archdiocese of Chicago's official home page on the World Wide Web
<http://www.archchicago.org>

February 26, 2004
Page 2

No other group has faced the scrutiny involved in this type of study, and I know that this cannot be an easy time for you amidst the attention focused on the data that this report will contain. Yet, you are the "face" of the Church within your parish communities, in times both easy and hard. So many of you have told me of the kindness of your parishioners who have expressed their personal support for your priestly ministry – and, like you, I take great comfort from this support.

My prayer for you today is the same one I pray for myself: that in our intentions and in our actions, we might be worthy of the trust placed in us by Jesus Christ and by those whom we serve in his name and with his authority. Thank you for your life and ministry as priests in the Archdiocese of Chicago. Please keep me in your prayers.

Fraternally yours in Christ,



Francis Cardinal George, O.M.I.
Archbishop of Chicago

FAX

RECEIVED

FEB 27 2004

VICAR FOR PRIESTS OFFICE

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

645 N. Michigan, Suite 543
Chicago, Illinois 60611
(312) 642-1837
Fax: (312) 642-4933

To: Leah McCluskey

From: Mary Ann

Fax Number:

Date: 2/27/04

Number of pages including cover sheet: 1

MESSAGE:

URGENT FOR YOUR REVIEW REPLY ASAP COMMENT

Leah,

This is material faxed to priests at Koening Hall last night. Kay listed you as contact, together with Tom and himself, if there are calls from those at Koening Hall.

Blessings on this day!

Mary Ann

ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979
Chicago, Illinois 60690-1979

February 27, 2004

Dear Brothers and Sisters in Christ:

Today the John Jay College of Criminal Justice in New York City released a nationwide social science research study, commissioned by the U.S. Bishops, on clerical sexual abuse of minors. The John Jay Study is a quantitative analysis based on confidential data gathered from almost every diocese, eparchy, and religious order in the U.S. on sexual abuse of minors by Catholic clergy from 1950 to 2002. The data will be crucial in searching for the causes of clerical sexual abuse and in preventing it in the future. This is the study's purpose. A report by the National Review Board providing context for the John Jay data will also be released today.

Officials of the Archdiocese have already published basic data in two reports covering the periods 1950 to 1992 and 1993 to 2002. This information has been updated through December 31, 2003, and is shown on the attached information sheet.

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocese of Chicago between 1950 and 2003. The Archdiocese has found reason to suspect that, during these 53 years, sexual misconduct with a minor occurred in 142 cases involving 55 Archdiocesan priests, about 2 percent of archdiocesan priests. Of the 55 priests, 13 are deceased, 22 have resigned from the priesthood and 20 are withdrawn from ministry. None is engaged in any public ministry. All cases have been reported to the public authorities.

Money spent because of clerical sexual abuse includes \$26.9 million for victim assistance, settlements and support in the period 1950-2003. Beginning in 1992, the year the Bernardin Commission established procedures for dealing with clerical sexual misconduct, through December 21, 2003, \$5.9 million was spent for treatment and monitoring of priests, and \$5.9 million for legal expenses. Of the \$5.9 million spent on legal fees, \$1.3 million was spent to defend a priest and a school principal judged to be innocent by a civil jury.

The Archdiocese of Chicago, complying with the definition of "allegation" supplied by the John Jay Study, reported for the study all recorded notifications of clerical sexual misconduct with minors, whether or not they resulted in any investigation or whether there was reasonable cause to suspect abuse had occurred.

Since 1992, the Archdiocese of Chicago has addressed allegations of abuse of minors and promoted healing of victims through an Assistance Ministry office, an independent Review Board, and a regular process for reporting abuse allegations to the civil authorities and the public. More recently, the Archdiocese created an Office for the Protection of Children and Youth. It oversees child abuse training programs and background screenings of over

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<http://www.archchicago.org>

AOC 019258

February 27, 2004

Page 2

50,000 employees and volunteers. These measures have allowed us to reach out to victims and parish communities, to create safe environments for children and to remove from ministry any priest for whom there was reasonable cause to suspect that sexual misconduct with a minor had occurred. All of these initiatives will continue in our seminaries, schools, parishes and ministry offices.

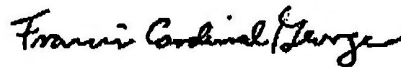
The bishops of the United States have kept the promises they made during and following their June, 2002, Dallas meeting. All offending priests have been removed from ministry; an independent study was undertaken to understand the extent and causes of clerical misconduct; and policies and procedures have been put in place in every diocese in the United States to deal with abuse allegations, to insure the safety of children and to communicate openly with the public. Most important of all, the care of victims has been formalized and will remain high on the agenda of the Church.

The publication of these results reminds us that some priests betrayed the trust placed in them by Christ, by the children He loves, and by families. Church leaders who failed to act on their behalf only added to the harm done. I again sincerely apologize to the victims and to their families for the anguish they have endured. I offer once again an invitation to anyone who has experienced sexual abuse by a priest or deacon to bring this information to our attention by contacting the Office of Professional Responsibility at 1-800-994-6200.

The consequences of these failures have deeply affected the entire Catholic community. I know that many of you are angered and embarrassed, as am I. We can learn from the transgressions of the past, however, and make as sure as we can that no other child or young person goes through what those who have been victims continue to suffer.

You are always in my prayers. Please keep me in yours.

Sincerely yours in Christ,



Francis Cardinal George, O.M.I.
Archbishop of Chicago

Attachment

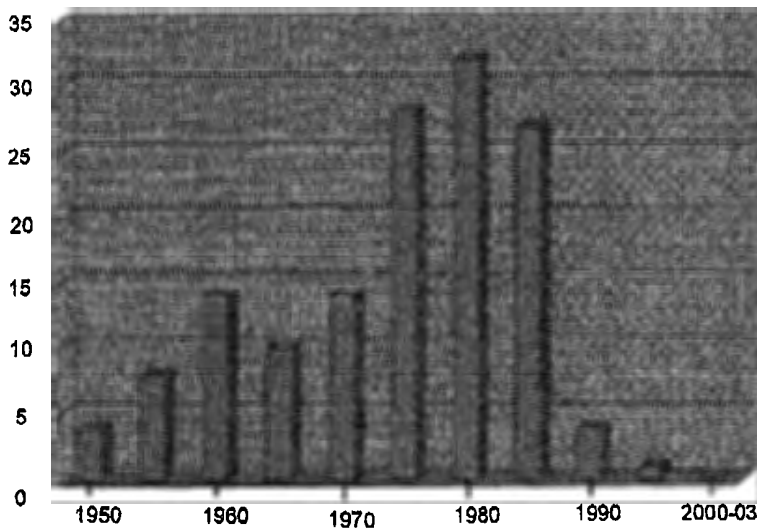
ARCHDIOCESE OF CHICAGO - INFORMATION SHEET

ACCUSED PRIESTS: HOW MANY, WHERE THEY ARE NOW, WHEN OCCURRED

The Archdiocese of Chicago found reasonable cause to suspect that sexual misconduct with a minor had occurred in 142 cases involving 55 Archdiocesan priests in the period 1950-2003. None is currently in ministry. Most incidents occurred between 1970 and 1985.

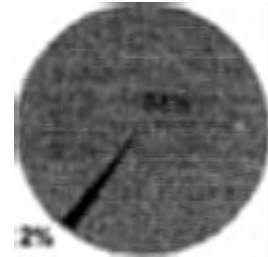


DATE OF INCIDENTS



ACCUSED PRIESTS AS PART OF TOTAL POPULATION

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocese between 1950 and 2003. Those priests for whom there was reason to suspect that they had engaged in sexual misconduct with a minor represent about two percent of the total number.



FINANCIAL IMPACT

The Archdiocese has spent \$38.7 million on clerical sexual abuse since from 1950 to 2003.



TO REPORT A CASE OF ABUSE

To The Archdiocese

To report suspected sexual abuse of a minor by a priest or deacon -presently or in the past- call:

Leah McCluskey, MSW, LSW Administrator
Office of Professional Responsibility
(800) 994-6200

(Lake and Cook counties only)
or (312) 751-5205

Send written allegations to:

Leah McCluskey, Administrator
Office of Professional Responsibility
Archdiocese of Chicago
Post Office Box 1979
Chicago, Illinois 60690-1979
Email: lmcccluskey@archchicago.org
Fax: (312) 751-5279

To Other Authorities

To report allegations directly to civil authorities, call:

The Department of Children and Family Services (D.C.F.S.)
(800) 252-2873

Cook County State's Attorney
(312) 603-5440

Lake County State's Attorney
(847) 377-3000

COMPLETE INFORMATION ON OUR WEB SITE

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

COPY

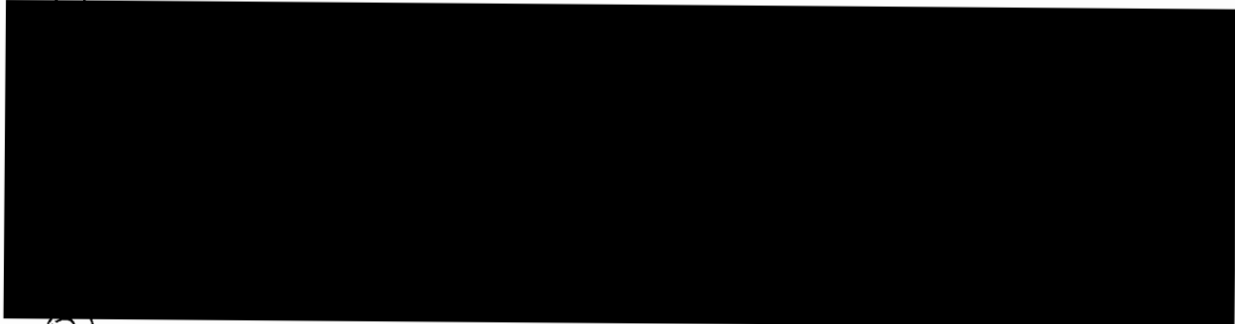
of an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO
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INDIVIDUAL SPECIFIC PROTOCOLS
 For
Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting 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); please refer to protocol number 15. 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 James Ray is as follows (PRA to initial all that apply):

1. Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.



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 priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested.

5. Abide by the assignment of residence to Koenig Hall

- 6. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* will apply.
- 7. Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
- 8. N/A Attendance at a recommended support group _____ (please indicate specific support group). Recommended frequency of ____ times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
- 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. The right of defense must not involve the public life of the Church.
- 12. On-site visits by PRA annually to include meeting with PRA and the cleric.
- 13. On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
- 14. This ISP is to be reviewed annually with PRA, VP, and the cleric.
- 15. Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
- 16. 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, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M Ray Date: 10 March, 2004

Printed Name: James M. Ray

Signature of PRA: [Signature] Date: 3/14/04

Signature of VP: [Signature] Date: 3-16-04

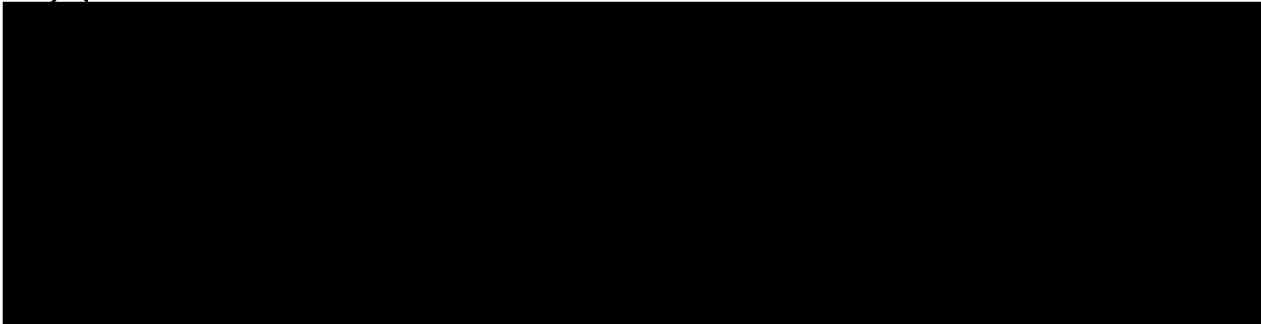
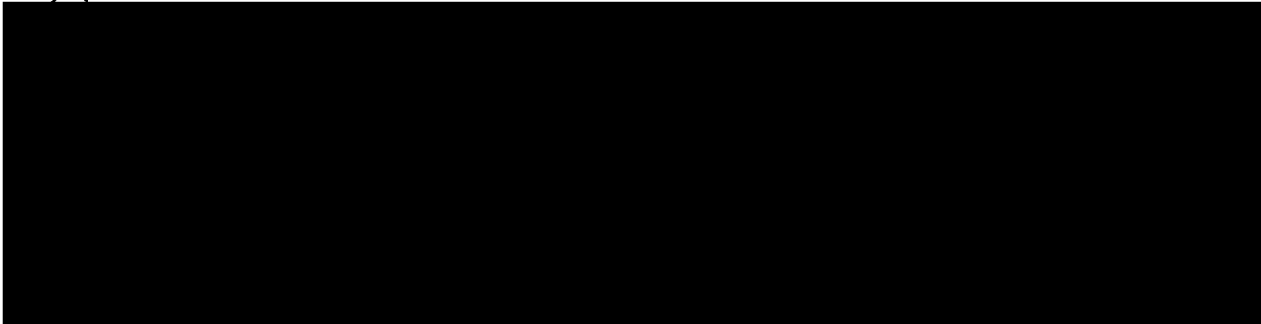
Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, IL 60611
(312) 751-5205

INDIVIDUAL SPECIFIC PROTOCOLS
For

Rev. James Ray

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3. 
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I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 10 March, 2004
 Printed Name: James M. Ray
 Signature of PRA: Paul McKinley Date: 3/14/04
 Signature of VP: _____ Date: _____

FAX

VICAR FOR PRIESTS OFFICE
645 N. Michigan, Suite 543
Chicago, Illinois 60611
(312) 642-1837
Fax: (312) 642-4933

RECEIVED
MAR 15 2004
ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

To: *Leah McCluskey*
From: *Fr. Jim Kaczorowski*

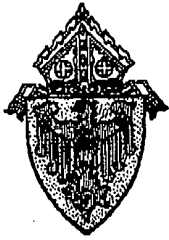
Fax Number:

Date: *3/15/04*

Number of pages including cover sheet: *4*

MESSAGE:

URGENT FOR YOUR REVIEW REPLY ASAP COMMENT



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

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

RECEIVED
MAR 15 2004
ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

MEMO

To: Most Reverend Raymond E. Goedert
Most Reverend Edwin M. Conway
Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend Thomas A. Tivy
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

From: Reverend James T. Kaczorowski

Date: March 15, 2004

Re: Residents at Koenig Hall

Attached is a copy of the letter sent by Francis Cardinal George to each of the residents at Koenig Hall, Cardinal Stritch Retreat House.

ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979
Chicago, Illinois 60690-1979

RECEIVED

MAR 15 2004

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

March 15, 2004

NN
P O Box 455
Mundelein, IL 60060

Dear Father N,

I would like to take this opportunity to inform you that the Most Reverend Raymond E. Goedert will assume the responsibilities of interim monitor at the Cardinal Stritch Retreat House, Koenig Hall, effective Tuesday, March 16, 2004. While he serves in this capacity, Bishop Goedert will reside at the retreat house. I am deeply grateful to him for accepting this responsibility at the present time. As this transition occurs, I also wish to thank Father Anthony Talarico for having served in the capacity of monitor for the past two or more years while, at the same time, performing his primary duties of administrator at the retreat house.

Sometime within the next two weeks, Bishop Goedert, Father Jim Kaczorowski, my Vicar for Priests, and Ms. Leah McCluskey, Professional Responsibility Administrator, will meet with the residents at Koenig Hall as a group and review the contents of the protocol. We are also inviting Father Talarico and Father Siedlecki to be present for this meeting since there will be occasions when they will function as monitor in Bishop Goedert's absence.

I am sorry this process is taking so much longer than I believed and expected it would. I want to assure you of my prayers for you. Likewise, I ask that you pray for me. May this season of Lent be a time of special blessing for you.

Sincerely, yours in Christ,

Francis Cardinal George
Archbishop of Chicago

Cc: Most Reverend Raymond E. Goedert
Most Reverend Edwin M. Conway
Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend James T. Kaczorowski
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

Office of Professional Responsibility



P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

MEMORANDUM

To: Rev. James Kaczorowski, Vicar for Priests
From: Laura A. Neri-Palomino *LNP*
Re: James Ray
Date: March 15, 2004

Please sign and make a copy of the enclosed Individual Specific Protocols for Fr. James Ray. Please return original copy to this office at your earliest convenience.

Thank you.

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979
Chicago, Illinois 60690-1979

March 15, 2004

Rev. James M. Ray
P O Box 455
Mundelein, IL 60060

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Sincerely, yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis Cardinal George".

Francis Cardinal George
Archbishop of Chicago

AOC 019270

Cc: Most Reverend Raymond E. Goedert
Most Reverend Edwin M. Conway
Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend James T. Kaczorowski
Reverend Thomas A. Tivy
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

FAX

VICAR FOR PRIESTS OFFICE

645 N. Michigan, Suite 543

Chicago, Illinois 60611

(312) 642-1837

Fax: (312) 642-4933

To: *Rev. James Ray*
From: *Fr. James Kaczorowski*

Fax Number:

Date: *3/15/04*

Number of pages including cover sheet: 3

MESSAGE:

URGENT FOR YOUR REVIEW REPLY ASAP COMMENT

Attached you will find a copy of the letter being sent to you by Cardinal George.

The original will reach you by mail. Be assured of my prayers for you.

Fraternally,



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

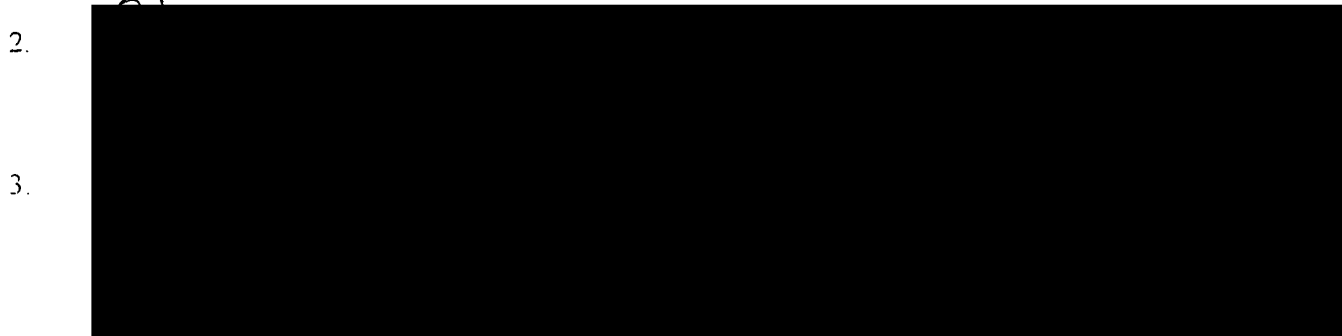
Office of Professional Responsibility
ARCHDIOCESE OF CHICAGO
 INDIVIDUAL SPECIFIC PROTOCOLS
 For
 Rev. James Ray

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 of an original document from the files of
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I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 10 March, 2004

Printed Name: James M. Ray

Signature of PRA: [Signature] Date: 3/14/04

Signature of VP: [Signature] Date: 3-16-04

TRAVEL/VACATION NOTIFICATION

RECEIVED

APR 18 2004

Jim Ray [name of cleric] has informed this office that he will be New Orleans + 7 day cruise [destination address and contact phone number] from 14 May, 04 [departure date] through 23 May, 04 [return date].

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY
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ARCHDIOCESE OF CHICAGO

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of travel monitor]

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[redacted] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 23 May, '04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 12 April 2004
PRA Signature: [Signature] Date: 4/16/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

of an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

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TRAVEL/VACATION NOTIFICATION

RECEIVED

APR 21 2004

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim Ray [name of cleric] has informed this office that he will be traveling to
Harrah's East Chicago [destination address and contact phone number] from
4-24-04 [departure date] through 4-25-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 4-25-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 21 April 2004
PRA Signature: Paul McElroy Date: 4/21/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

6 June, 2004

Dear Leah,

I just want to fill you in on my travel plans for the near future.

June 26 I am meeting my brother, [REDACTED] and his wife and some nieces and nephews in Las Vegas and return home on June 30. Actually, I will be spending two nights at Harrahs with my family and two nights with my friends [REDACTED]

July 1st I will fly to Dallas, Texas to attend the wedding of [REDACTED] who is originally from Bartlett. There is a party for family and friends on the evening of the 1st and the wedding is on the 2nd. July 3rd I will visit my friends [REDACTED] in [REDACTED] TX. [REDACTED] and I went to high school and college together and I was best man at his wedding 30 years ago. I will be staying with [REDACTED] for three nights and will fly home on July 6.

Then July 9,10 & 11 I am going to St Louis with my friend [REDACTED] and a group from Harrahs, East Chicago, IN. We will go down there on Friday, go to Cubs-Cardinal game on Saturday and return on Sunday.

I will probably some time later in the summer or early fall visit my friends [REDACTED] again in the Lake of the Ozarks in Missouri and My brother in [REDACTED] Oregon. No dates have been set yet.

I will get the vacation forms to you soon. But I just wanted to let you know what my plans are right now.

And just FYI you will be seeing the name of [REDACTED] often on my daily log sheets. [REDACTED] is a friend of friends of mine. She had a brain tumor which was operated on and in the process lost all short term memory. My friends asked if I would help her out. [REDACTED] remembers me because I am in her long term memory. We met years ago. Supposedly (hopefully) she is going to move up to Wisconsin to be by here sister by the end of the summer. Until then I am going to go three days a week and give her a hand. I need something to keep my our of mischief!

Have a blessed Summer!



cc Ray Goedert

ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SETUP

RECEIVED

JUN 10 2004

ARCHDIOCESE PRIESTS

Ray, James
Last Name, First, Middle Initial

[Redacted]
Social Security Number

10359
Employee Number

Active F/T Active P/T Active P/T Benefits Position _____

Ordination Date '75 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. 10350 Agency _____ No. 10359

Pay through payroll
Regular Salary
(Compensation Book)
Other: Type

\$ 22,580

Effective Date: July 1, 2004

Non-Payroll Compensation
Type

\$ _____

\$ _____

-10%

\$ _____

\$ _____

\$ _____

\$ _____

\$ _____

\$ _____

Total through Payroll \$ 20,322

Total Non-Payroll

\$ _____

Comments Associate

Birth Date _____ EEOC: OM PR OC SW SL ADM Other Veteran

Home Phone _____ Work Phone _____ Handicap: Yes No

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes No Name of Dental Plan _____

Payroll Direct Deposit: Yes No Forms attached: Yes No Federal/State Taxes: Yes No Forms attached: Yes No

Defined Contribution Plan (AETNA) Yes No Amount per year \$ _____

TRANSFERS - EFFECTIVE DATE

Transfer From _____
Name Parish #, School #, or Agency #

To _____
Personnel Services - Interim Salary #

Transfer From _____
Personnel Services - Interim Salary #

To _____
Name Parish #, School #, or Agency #

Transfer From _____
Location

To _____
Location

Termination/Resignation/Date _____

Reason _____

Agency Director/Date

CA
Department Director/Date

[Signature]
Director, Human Resources/Date

Chancellor/Date

CA 6-9-04
Director, Personnel Services/Date

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits
Created: July, 2000



Office of Professional Responsibility

PFR-36 – James Ray

January to December 2004 Monthly Schedule

Dates/Times	Event (Therapy, Spiritual Direction, Vacation , etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
December 31, 2003 to January 1, 2003	Harrah's, East Chicago, IN	[REDACTED] (traveling companion)
January 2-9, 2004	Boyne Mountain, MI	[REDACTED] (Traveling Monitors)
January 18-21, 2004	Alexis Park Resort, Las Vegas, NV	Bishop Edwin M. Conway (Traveling Monitor)
January 21-23, 2004	Las Vegas, NV	[REDACTED] (Traveling Monitors)
February 1-2, 2004	[REDACTED]	Visit with [REDACTED]
February 24-25, 2004	[REDACTED]	Visit with Fred Pesek
February 27, 2004 to March 1, 2004	Harrah's, Reno, NV	[REDACTED] (Traveling Monitor)
May 14-23, 2004	New Orleans & 7 day cruise	[REDACTED] (Traveling Monitor)
June 26-30, 2004	Las Vegas	[REDACTED] (Traveling Monitors)

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of an original document from the files of

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OFFICE OF PROFESSIONAL RESPONSIBILITY

JUL 29 2004

ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!

DO NOT COPY

Jim Ray [name of cleric] has informed this office that he will be traveling to
Harrah's, East Chicago, IN [destination address and contact phone number] from
7-31-04 [departure date] through 8-01-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 8-1-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 29 July 2004

PRA Signature: [Signature] Date: 7/30/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

MEMORANDUM

To: File – PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: August 6, 2004

PRA received a message from Rev. James Ray on August 4, 2004 stating that he was spending the night with his mother in her home, as she had been released from the hospital. Fr. Ray left the following contact phone number: [REDACTED] He had stated in the message that he may spend the weekend with his mother depending upon her need and recovery.

PRA received a second message from Fr. Ray this morning stating that he would be staying with his mother at her home through Monday in order to assist her. He again left the contact number of [REDACTED]

Cc: Rev. Edward D. Grace, Vicar for Priests

AOC 019282

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TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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JIM RAY [name of cleric] has informed this office that he will be traveling to
Lake of the Ozarks, MO [destination address and contact phone number] from
9-6-04 [departure date] through 9-10-04 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 9-10-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James Ray Date: 30 August, 2004

PRA Signature: Paul McElroy Date: 8/31/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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JIM RAY [name of cleric] has informed this office that he will be traveling to
Reno NV Harrah's Hotel [destination address and contact phone number] from
9-27-04 [departure date] through 9-30-04 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over _____ [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 9-30-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 30 August 2004

PRA Signature: [redacted] Date: 8/31/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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JIM RAY [name of cleric] has informed this office that he will be traveling to

West Lin, OR [destination address and contact phone number] from

10-7-04 [departure date] through 10-18-04 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 8-18-04 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 30 August, 2004

PRA Signature: [Signature] Date: 9/1/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03



Office of Professional Responsibility

PFR-36 – James Ray

January to December 2004 Monthly Schedule

Dates/Times	Event (Therapy, Spiritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
July 1-2, 2004	Dallas, Texas to attend a friend's wedding	[REDACTED] (friend)
July 3-6, 2004	[REDACTED] Texas to visit friends	[REDACTED]
July 9-11, 2004	St. Louis with friends and will attend Cubs-Cardinal's game	[REDACTED] (friend)
July 31, 2004 – August 1, 2004	Harrah's, East Chicago, IN	[REDACTED] (Travel Monitor)
September 6-10, 2004	Lake of the Ozarks, MO – [REDACTED]	[REDACTED] (Travel monitors)
September 27-30, 2004	Reno, NV – Harrah's Hotel (866-946-2568)	[REDACTED] (Travel monitor)
October 7-18, 2004	[REDACTED] OR	[REDACTED] Travel monitors)

ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley
Director



Post Office Box 1979
Chicago, Illinois 60690-1979

Tel: (312) 751-5379
Fax: (312) 751-5252
e-mail: jomalley@archchicago.org

November 16, 2004

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NOV 19 2004

Mr. Michael J. Howlett, Jr.
Counsel to the State's Attorney
Richard J. Daley Center
69 West Washington Street
Chicago, Illinois 60602

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Dear Mr. Howlett:

Pursuant to your request, enclosed are copies of Individual Specific Protocols applicable to priests of the Archdiocese for whom the Archbishop has determined there is reason to suspect that the individual priest may have engaged in sexual misconduct with a minor. The priests are:

Rev. James Ray

Please note I have deleted information related to therapy and spiritual direction for the reason of confidentiality. Further, [REDACTED] have not signed the protocol, upon advice of canonical counsel, but I am advised by Leah McCluskey that they comply with the restrictions.

If you have any questions, please let me know.

Very truly yours,

Handwritten signature of John C. O'Malley in cursive script.
John C. O'Malley
Director of Legal Services

JCOM:sm

Enclosures

cc: Rev. Edward D. Grace
Rev. James T. Kaczorowski
Ms. Leah McCluskey

SCDir\03SC096JCOM Cover letter for Individual Specific Protocols

AOC 019287

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TRAVEL/VACATION NOTIFICATION

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Jim Ray [name of cleric] has informed this office that he will be traveling to
St. Ann, Lansing [destination address and contact phone number] from
11-25-04 [departure date] through 11-27-04 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor], [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 11-27-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 21 November, 2004

PRA Signature: [Signature] Date: 11/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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JIM RAY [name of cleric] has informed this office that he will be traveling to
Harrah's East Chicago, IN [destination address and contact phone number] from
12-4-04 [departure date] through 12-05-05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-5-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 21 November, 2004

PRA Signature: [Signature] Date: 11/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279

MEMORANDUM

To: File

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Monitoring

Date: November 30, 2004

PRA and Rev. James T. Kaczorowski, Vicar for Priests traveled to the Cardinal Stritch Retreat House on November 29, 2004 and met with Rev. Edward Siedlecki. Fr. Siedlecki resides at the Retreat House.

Due to the fact that Rev. Anthony Talarico will be on vacation from November 29, 2004 through December 10, 2004, he will be unable to fulfill his duties as on-site monitor for those men who have been withdrawn from active ministry as a result of allegations of sexual misconduct. Fr. Kaczorowski and PRA met with Fr. Siedlecki to ask if he would agree to act as on-site monitor while Fr. Talarico is on vacation.

Fr. Siedlecki stated that he would act as monitor in Fr. Talarico's absence. PRA then went over the duties of on-site monitor with Fr. Siedlecki at his own request. Fr. Siedlecki was also agreeable to contacting Fr. Kaczorowski and/or PRA in the event of any of his awareness of any clear disregard/violation of the stated monitoring protocols.

Fr. Siedlecki shared with Fr. Kaczorowski and PRA his own current medical issues. It was agreed that in the event that Fr. Siedlecki would not be able to fulfill the role as monitor due to a medical emergency, he will contact either Fr. Kaczorowski or PRA.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. James Kaczorowski, Vicar for Priests
Rev. Edward D. Grace, Vicar for Priests

AOC 019290

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TRAVEL/VACATION NOTIFICATION

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JIM [name of cleric] has informed this office that he will be traveling to
Boyne Mt. Michigan [destination address and contact phone number] from
1-7-05 [departure date] through 1-14-05 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 1-14-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 22 December, 2004
PRA Signature: [Signature] Date: 12/20/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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Jim Gray [name of cleric] has informed this office that he will be traveling to

[redacted] [redacted] destination address and contact phone number] from

12-24-04 [departure date] through 12-25-04 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 12-25-04 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Gray Date: 22 December, 2004

PRA Signature: Paul Mulvey Date: 12/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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JIM [name of cleric] has informed this office that he will be traveling to
Harrah's, East Chicago [destination address and contact phone number] from
12-31-04 [departure date] through 1-1-05 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor], [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 1-1-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James J. Ray Date: 22 December, 2004

PRA Signature: [redacted] Date: 12/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
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Jim Ray [name of cleric] has informed this office that he will be traveling to Rincon - a Hartah's Resort North of San Diego [destination address and contact phone number] from 3-16-05 [departure date] through 3-21-05 [return date].

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of travel monitor] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for March 21, [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 February, 2005
PRA Signature: [redacted] Date: 2/18/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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JIM RAY [name of cleric] has informed this office that he will be traveling to
Harrah's East Chicago [destination address and contact phone number] from
2-5-05 [departure date] through 2-7-05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 2-7-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 31 January, 2005
PRA Signature: [Signature] Date: 2/1/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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Jim Ray [name of cleric] has informed this office that he will be traveling to
Rincon - a Hartah's Resort North of San Diego [destination address and contact phone number] from
3-16-05 [departure date] through 3-21-05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for March 21, [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 February, 2005
PRA Signature: [Signature] Date: 2/18/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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James Ray [name of cleric] has informed this office that he will be traveling to
Detroit, MI area [destination address and contact phone number] from
4-12-05 [departure date] through 4-14-05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] *attending their grandson's confirmation* has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 4-14-05 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 10 April, 2005
PRA Signature: Paul McClellan Date: 4/11/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279
www.archchicago.org

MEMORANDUM

To: File – PFR-36
From: Laura A. Neri-Palomino *LNP*
Re: Rev. James Ray
Date: April 26, 2005

Father James Ray called the office today (9:30 a.m.) to say that he will be staying overnight at Loyola Hospital on Thursday, April 28th in the evening at 8:30 p.m. and will be back at Retreat House on Friday, April 29th in the morning. Father Ray is having a routine Sleep Apnea test done.

Cc: Rev. Edward D. Grace, Vicar for Priests ✓

AOC 019298

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ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION

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Jim Ray [name of cleric] has informed this office that he will be traveling to
Harrah's, St. Louis MO [destination address and contact phone number] from
5-24 + 6-19 [departure date] through 5-26 + 6-21 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 5-26 + 6-21 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 20 May 2005

PRA Signature: Pat McClelland Date: 5/20/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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ARCHDIOCESE OF CHICAGO

TRAVEL/VACATION NOTIFICATION

JUN 28 2005

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ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim RAY [name of cleric] has informed this office that he will be traveling to
New Orleans, LA ^(Harrah's) [destination address and contact phone number] from
22 July, 05 [departure date] through 25 July, 05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 7-25-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 28 June 2005

PRA Signature: Frank McCluskey Date: 6/28/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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TRAVEL/VACATION NOTIFICATION

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JUN 28 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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[name of cleric] has informed this office that he will be traveling to
Laughlin, NV (Hannah's) [destination address and contact phone number] from

9 July 05 [departure date] through 12 July 05 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 7-12-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature:

James M. Ray

Date:

28 June 2005

PRA Signature:

Pat McInerney

Date:

6/28/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

9/28/05

9/28/05

ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP
ARCHDIOCESE PRIESTS



Ray James
Last Name, First, Middle Initial

[Redacted]
Social Security Number

201323
Employee Number

Active F/T _____ Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date _____ Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. _____ Agency _____ No. _____

Pay through payroll

Regular Salary (Compensation Book) \$ _____

Other: Type \$ _____

\$ _____

\$ _____

\$ _____

\$ _____

Total through Payroll \$ _____

Effective Date: _____

Non-Payroll Compensation

Type \$ _____

\$ _____

\$ _____

\$ _____

\$ _____

Total Non-Payroll \$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS - EFFECTIVE DATE July 1, 2005

Transfer From _____ To _____
Name Parish #, School #, or Agency # Personnel Services - Interim Salary #

Transfer From 10350 10359 To 1052 10411
Personnel Services - Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date _____

Department Director/Date _____

Director, Human Resources/Date _____

Chancellor/Date _____

CA
Director, Personnel Services/Date _____

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits

Rev. 5/04

**ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP
ARCHDIOCESE PRIESTS**



Ray James Last Name, First, Middle Initial [Redacted] Social Security Number 201323 Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1995 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

30
yrs.

Dept: Name _____ No. 10350 Agency _____ No. 10359

Pay through payroll
Regular Salary (Compensation Book)
Other: Type _____

\$ 20,948
\$ _____
\$ _____
\$ _____
\$ _____

Effective Date: July 1, 2005

Non-Payroll Compensation
Type _____

\$ _____
\$ _____
\$ _____
\$ _____

Total through Payroll \$ _____ Total Non-Payroll \$ _____

Comments: 10% reduction per Cardinal George

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code: _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS – EFFECTIVE DATE

Transfer From _____ To _____
Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From _____ To _____
Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date _____

[Signature] 7/6/2005
Department Director/Date

[Signature]
Director, Human Resources/Date

Chancellor/Date _____

Director, Personnel Services/Date _____

Original: Payroll

Yellow: Human Resources

Pink: Agency

Gold: Benefits

Rev. 5/04

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TRAVEL/VACATION NOTIFICATION

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JUL 07 2005

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ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to
[redacted] [destination address and contact phone number] from

7-7-05 [departure date] through 7-8-05 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. Chris [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim 7 July, 05's [cleric name] residence has been scheduled for 8 July, 05 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James R. Ray Date: 6 July, 2005

PRA Signature: [Signature] Date: 7/7/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

ARCHDIOCESE OF CHICAGO

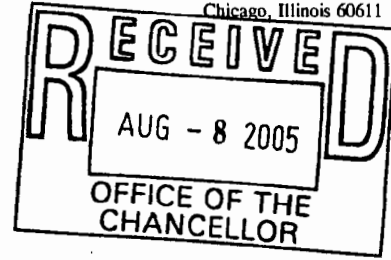
Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

July 22, 2005

Rev. James Ray
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, IL 60060



Dear Jim:

I have completed my review of the case of sexual misconduct with minors that has been pending against you. My decision is contained in the enclosed decree.

I have also sent a copy of this decree to your advocate, so you might want to discuss this with him.

Should you wish to appeal this decree, you may do so to the Congregation for the Doctrine of the Faith within the prescribed period of time. However, you will be expected to bear any of the expenses associated with that appeal.

I hope this will bring some conclusion to this matter which has been most difficult for both of us. Please be assured that you remain in my prayers; I ask that you keep me in yours.

Sincerely yours in Christ,

A handwritten signature in cursive script, appearing to read "Francis Cardinal George".

Francis Cardinal George, O.M.I.
Archbishop of Chicago

cc: Rev. Michael P. Joyce, C.M., Advocate
Rev. George J. Rassas, Vicar General
Rev. Edward Grace, Vicar for Priests
Rev. Daniel A. Smilanic, Promoter of Justice
Mr. Ralph Bonaccorsi, Assistance Minister
Mr. Jimmy Lago, Chancellor
Ms. Leah McCluskey, Professional Responsibility Administrator
Mr. John O'Malley, Legal Services

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

D E C R E E

Penal Decree and Precept resolving the matter against Reverend James Ray (CDF P.N. 293/03 – 19664)

According to the decree *Christus dominus* of the Second Vatican Council, bishops “have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor.” (*Christus dominus*, n. 2). Diocesan bishops have been entrusted with the pastoral care of a portion of the People of God, and designated their proper, ordinary, and immediate pastor. (CD, n. 11). The Council further teaches, “In exercising his office of father and pastor, the bishop should be with his people as one who serves, as a good shepherd who knows his sheep and whose sheep know him, as a true father who excels in his love and solicitude for all....” (CD, n. 16).

This love and solicitude expresses itself in providing for the welfare of the faithful according to their circumstances (CD, n. 16), and also in being “compassionate and helpful to those priests who are in any kind of danger or who have failed in some respect.” (CD, n. 16)

It is for this reason that my predecessor, Joseph Cardinal Bernardin, expressed such solicitude for the faithful of the Archdiocese of Chicago in establishing policies with regard to sexual misconduct of priests. I have continued that tradition of solicitude by confirming and revising these policies from time to time.

The nature of the priesthood itself requires that special attention be given to matters involving priestly misconduct. Recognizing the high dignity of the priesthood, which was established by the Lord Jesus to be joined in a special way with the episcopal ministry, and hence shares in the authority by which Christ himself builds up and sanctifies and rules his Body, it is all the more necessary to exercise particularly vigilance over the behavior of priests and to hold them to a greater level of accountability. The sacred task which has been given to priests demands a conduct commensurate with that task.

At their ordination, priests take on a number of obligations. They are bound by a special obligation to show reverence and obedience to the Holy Father and to their own ordinary (c. 273), and are to fulfill faithfully any function which their ordinary entrusts to them (c. 274§2). They are to be united among themselves, but at the same time promote the proper mission of the laity (c. 275). They are to pursue holiness of life through the fulfillment of their pastoral duties, through the nourishment of the spiritual life by word and sacrament, and through leading a life of prayer (c. 276). They are to continue their studies after ordination (c. 279) and have the right to

associate with other clerics to pursue purposes in keeping with the clerical state (c. 278). They are to foster simplicity of life and are to have a special concern for the poor (c. 282).

Moreover, priests are to avoid all those things which could endanger their vocation or give rise to scandal among the people. First and foremost, they are bound to a life of perfect and perpetual continence for the sake of the kingdom (c. 277), which expresses itself in a life of celibacy. But they are also to act with due prudence in their associations with others (c. 277§2), avoiding those things unbecoming the clerical state (c. 285 §§1-2).

The Catholic Bishops of the United States, in addressing the issue of clerical sexual abuse of minors, established at their annual general meeting held in Dallas in June, 2002 a *Charter for the Protection of Children and Young People*, commonly referred to as the *Charter*. This was a common commitment by the bishops of the United States to act in a concerted way with regard to the issue of clerical sexual abuse of minors.

At that same meeting the bishops also passed and forwarded to the Holy See for its *recognitio* a set of *Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, commonly referred to as the *Essential Norms*. These *Norms* established, among other things, that “When even a single act of sexual abuse by a priest or deacon is admitted or is established after an appropriate process in accord with canon law, the offending priest or deacon will be removed permanently from ecclesiastical ministry, not excluding dismissal from the clerical state, if the case so warrants.” Diocesan bishops and eparchs were also reminded that they have “the executive power of governance, through an administrative act, to remove an offending cleric from office, to remove or restrict his faculties, and to limit his exercise of priestly ministry.” (*Norm 9*)

In the case of clerical sexual abuse of a minor, this could be by means of a penal decree or a penal precept, since it involves a delict (c. 1395§2).

The universal law of the Church, by virtue of the *motu proprio Sacramentorum sanctitatis tutela*, has given the Congregation for the Doctrine of the Faith exclusive competence over matters involving clerical sexual misconduct with minors. In removing the bishop’s discretionary authority given by c. 1718, the universal law of the Church requires that, after the preliminary investigation has been conducted in accord with c. 1717, the bishop is to forward to the Congregation for the Doctrine of the Faith all cases involving clerical sexual misconduct with a minor, and request further instruction from that Congregation as to how to proceed.

The case of **Reverend James Ray** was referred to the Congregation for the Doctrine of the Faith on 31 July, 2003. Having reviewed the material submitted by the Archdiocese of Chicago, in a letter of 15 July, 2004 (P.N. 293/03-19664), Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith and now His Holiness Pope Benedict XVI, granted me permission to impose a penal precept on Father Ray for a determinate period of time. However, the letter continued, “This would not exclude that, at the end of the said determinate period, the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further determinate time.” The Congregation voiced this concern because “the facts of the case, given the young age of the victims, are indeed grave.”

In accordance with the directives of the Congregation of the Doctrine of the Faith, and considering this matter in light of the common good (c. 223); seeking ways to repair scandal and restore justice (c. 1341); reviewing again the accusations made against **Father Ray**; having consulted his Advocate, Rev. Michael P. Joyce, C.M.; and having prayed for Wisdom and Understanding to decide this matter, I hereby make the following provisions with regard to **Reverend James Ray**:

I am morally certain of the following facts:

Reverend James Ray engaged in sexual activity with a minor during the years 1976-1982. He also engaged in sexual activity with an adult male in 1993.

Because the sexual activity with the minor was done in the context of Father Ray's relationship with the minor's family, I cannot assign him to a ministry where he would come in contact with families. This would preclude any parish ministry.

I have therefore determined that Father Ray's Archdiocesan faculties must be removed for a period of three years. At the end of that period of time, I will again make a determination about this matter. Father Ray is permitted to celebrate Mass alone in his room, with no one else present. He may celebrate the Sacrament of Reconciliation and the Anointing of the Sick in danger of death only. His salary shall be determined at the level of an associate pastor, less any administrative expenses as determined by particular law of the Archdiocese of Chicago.

With regard to other matters of where Father Ray might live and what work he might do, I hereby designate the Vicar for Priests and the Professional Responsibility Administrator to act as my delegate in determining these matters.

I also direct the Vicar for Priests, in conjunction with the Professional Responsibility Administrator, to work with Father Ray to determine a monitoring protocol, and to provide Father Ray with any therapeutic intervention as needed.

I also dispense Father Ray from the obligation to wear ecclesiastical garb (c. 284), and urge that he not wear such attire. Furthermore, he is not to represent himself as a priest to those unknown to him nor can he act as an agent of the Archdiocese of Chicago.

I also encourage Father Ray to observe the prescriptions of canons 273 to 289 concerning the obligations and rights of clerics. That is, he is to show reverence and obedience to the Supreme Pontiff and to his ordinary (c. 273); to unite himself with the presbyterate of Chicago and promote the mission of the laity (c. 275); to pursue holiness of life, especially by availing himself of daily prayer, monthly spiritual direction and an annual retreat, if he is physically able to do so (c. 276); to pursue opportunities for continuing education (c. 279); to foster simplicity of life (c. 282); and to foster peace and harmony based on justice (c. 287).

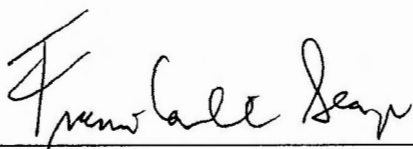
I further urge Father Ray to refrain completely from all things which are unbecoming or foreign to the clerical state (c. 285) and which could bring further scandal upon the Church.

Most especially, because of his actions in the past, I remind Father Ray of his obligation to observe perfect and perpetual continence for the sake of the kingdom and to behave with due prudence toward persons who could endanger this obligation (c. 277).

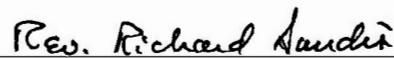
In issuing this precept, I am also grateful to Father Ray for his patience during this very difficult time and for his cooperation in all that has been asked of him. I hope that by the provisions of this decree Father Ray may renew and deepen his commitment to the priestly life in prayer and penance. I ask that he remember especially in his prayers all those who have suffered from sexual abuse, and ask that the healing power of God be with them and make them whole.

These provisions will remain in effect for a period of three years, at which time they will be reviewed to see if they ought to be renewed or altered in any way.

Given in Chicago, Illinois, on the 22nd day of July, 2005. All things to the contrary notwithstanding.



Francis Cardinal George, O.M.I.
Archbishop of Chicago



Ecclesiastical Notary

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility




P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279
www.archchicago.org

MEMORANDUM

To: File – PFR-36

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Ray, Rev. James [Withdrawn]

Date: September 21, 2005

Cardinal Francis George, O.M.I., Rev. Patrick Lagges, Judicial Vicar, Revs. Edward Grace and Vincent Costello Vicars for Priests, and PRA traveled to the Cardinal Stritch Retreat House to meet with Rev. James Ray on August 3, 2005. The meeting had been scheduled at the request of Cardinal George so that he could speak with Fr. Ray about the penal precept he was instructed to conduct by Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith (P.N. 293/03 – 19664).”

Cardinal George began the meeting with a prayer and then provided Fr. Ray with a copy of the decree [see file]. Fr. Ray was informed that Fr. Lagges would send a copy of the decree to his canonical advocate, Rev. Michael P. Joyce, CM.

Cardinal George informed Fr. Ray that this matter was referred to the Congregation for the Doctrine of the Faith on July 31, 2003 and that the response was received from Cardinal Ratzinger on July 15, 2004. The Cardinal also informed Fr. Ray that he has completed his review of the case of sexual misconduct with minors that has been pending against him. Cardinal George read over and summarized the decree and imposed penalties for Fr. Ray.

Fr. Ray was informed that his Vicar for Priests is now Fr. Grace. The Cardinal also informed Fr. Ray that he and the other men withdrawn from ministry and residing at the retreat house are able to say mass in the chapel [of the retreat house] with no one else present.

Cardinal George talked to Fr. Ray about him [Fr. Ray] moving from the retreat house and to another monitored residence. The Cardinal also mentioned the possibility of work for Fr. Ray that was not considered to be public ministry. Fr. Ray was informed that the Vicar for Priests and PRA would work with him on future possible moves and work.

AOC 019310

When asked about the appeal process, Fr. Lagges instructed Fr. Ray to speak with Fr. Joyce. Fr. Lagges also informed Fr. Ray that he must first appeal to the Cardinal within ten days of receiving the decree.

Prior to ending the meeting, Fr. Lagges asked Fr. Ray to write “received August 3, 2005” on his copy of the decree.

Cc: Rev. Daniel Smilanic, Cardinal’s Delegate to the Review Board
Rev. Edward D. Grace, Vicar for Priests

ARCHDIOCESE OF CHICAGO

Vicar General



Post Office Box 1979
Chicago, Illinois 60690-1979

(312) 751-8271
Fax: (312) 337-6379

September 23, 2005

Rev. Thomas Enright
Transfiguration Parish
316 W. Mill St.
Wauconda, IL 60084-1890

Dear Father Enright:

As you know, Cardinal George has resolved eleven cases of priests heretofore temporarily removed from public ministry as a result of an allegation of abuse of a minor. In accord with our policies and practices, victims and the affected parish communities will be informed about the resolution of the cases. With that in mind, I ask that you share the enclosed letter with your parishioners at Masses this weekend.

I suggest you do so in a manner that, in your judgment, best suits your particular parish situation: pulpit announcement (experience has demonstrated that such announcements are best made after Communion), bulletin announcement/insert, copies distributed after weekend Masses, or a combination of these.

Thank you for your cooperation in fulfilling this request, even though it is with short notice.

Sincerely yours,

A handwritten signature in cursive script that reads "Fr. George Rassas".

Reverend George J. Rassas
Vicar General

cc: Rev. Farrell Kane, O.Carm.

AOC 019312

ARCHDIOCESE OF CHICAGO

Vicar General



Post Office Box 1979
Chicago, Illinois 60690-1979

(312) 751-8271
Fax: (312) 337-6379

September 23, 2005

To the Parishioners of Transfiguration Parish:

As you know, some time ago Father James M. Ray was temporarily withdrawn from ministry following Cardinal George's acceptance of the advice of the Independent Review Board that there was reason to suspect that Father Ray engaged in sexual misconduct with a minor. According to Canon Law, this determination by the Review Board was forwarded to the Holy See for its review. This is to report to you that this process has been concluded.

Specifically, the Holy See reviewed and confirmed Cardinal George's acceptance of the advice of the Review Board and authorized Cardinal George to resolve the matter administratively. Pursuant to that instruction, Cardinal George reviewed all of the information collected, listened to the opinions of canonical advocates, and sought advice from his own canonical advisors as well as from assessors who are canon lawyers independent of the Archdiocese of Chicago.

Cardinal George has determined based upon the information presented that sexual misconduct did occur with a minor, and he has prohibited Father Ray from engaging in any public ministry, presenting himself as a priest, or acting as an agent of the Archdiocese of Chicago.

It is my hope and prayer that while this announcement is yet one more reminder of a sad reality, it may also bring a measure of finality and peace to the people of Transfiguration Parish.

Please keep in your thoughts and prayers all those affected by the sin of abuse. They and all of you are daily in my prayer.

Sincerely yours,

A handwritten signature in cursive script that reads "Fr. George J. Rassas".

Reverend George J. Rassas
Vicar General

cc: Rev. Farrell Kane, O.Carm.

AOC 019313

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ARCHDIOCESE OF CHICAGO

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to
Portland, OR [destination address and contact phone number] from
10-21-05 [departure date] through 11-1-05 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. They [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 11-1-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 1 October, 2005
PRA Signature: [Signature] Date: 10/5/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

RECEIVED

OCT 10 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

Jim RAY [name of cleric] has informed this office that he will be traveling to Harrah's, St Louis [destination address and contact phone number] from 10-14-05 [departure date] through 10-16-05 [return date].

Jim [name of cleric] will be monitored by [redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame.

at an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO
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[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over _____ [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 10-16-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M Ray Date: 10 October, 2005
PRA Signature: Alia McAlinda Date: 10/15/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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DEC 6 2005

ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!

DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to

[redacted] [destination address and contact phone number] from

12-24-05 [departure date] through 12-25-05 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 12-25-05 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 6 December 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
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Jim RAY [name of cleric] has informed this office that he will be traveling to
Boyne Mountain, MI [destination address and contact phone number] from
1-8-06 [departure date] through 1-15-06 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of
Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 1-15-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 December, 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim RAY [name of cleric] has informed this office that he will be traveling to

Celebrity Cruise from Florida [destination address and contact phone number] from

2-17-06 [departure date] through 2-26-06 [return date].

Jim [name of cleric] will be monitored by

[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by Jim [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim [cleric name] residence has been scheduled for 2-26-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 6 December, 2005

PRA Signature: [Signature] Date: 12/9/05

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

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MAR 06 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

JIM RAY [name of cleric] has informed this office that he will be traveling to
LAS VEGAS, NV [destination address and contact phone number] from
3-27-06 [departure date] through 3-31-06 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of

travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by JIM [name of cleric] must be in the
presence of [redacted] [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the
activities and whereabouts of JIM [cleric name] over
[redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name]
residence has been scheduled for 3-31-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 March, 2006
PRA Signature: [Signature] Date: 3/6/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 8/28/03

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MAR 06 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

JIM RAY [name of cleric] has informed this office that he will be traveling to
LAUGLIN, NV [destination address and contact phone number] from
3-17-06 [departure date] through 3-20-06 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of

JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by JIM [name of cleric] must be in the
presence of [redacted] [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.

2. [redacted] [name of travel monitor] may be asked to attest to the
activities and whereabouts of JIM [cleric name] over
[redacted] [aforementioned time frame].

3. As previously noted, the date of return to JIM's [cleric name]
residence has been scheduled for 3-20-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 6 March 2006

PRA Signature: [Signature] Date: 3/6/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 8/28/03

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TRAVEL/VACATION NOTIFICATION

MAR 27 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Jim RAY [name of cleric] has informed this office that he will be traveling to
Washington D.C. [destination address and contact phone number] from
4-21-06 [departure date] through 4-25-06 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of

Jim R [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by Jim R [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim R [cleric name] over [redacted] [aforementioned time frame].
3. As previously noted, the date of return to Jim R's [cleric name] residence has been scheduled for 4-25-06 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 26 March, 2006

PRA Signature: [Signature] Date: 3/27/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279
www.archchicago.org

April 3, 2006

Rev. James Ray
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I want to thank you again for meeting with Revs. Vincent Costello and Edward Grace and myself at the Cardinal Stritch Retreat House on March 22, 2006 to review the enclosed Individual Specific Protocols [ISP].

As we discussed on March 22nd, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me no later than April 17, 2006.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely,

A handwritten signature in black ink that reads "Leah McCluskey". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Leah McCluskey
Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests
Rev. Michael P. Joyce, CM, canonical advocate

AOC 01932

SUMMARY TIME LINE OF ALLEGATION



	ACCUSED	ACCUSER
Name:	Rev. James Ray	[REDACTED]
Address:	Cardinal Stritch Retreat House Mundelein, IL	[REDACTED]
Date of Birth:	[REDACTED]	[REDACTED]
Current age:	56	[REDACTED]
Name of civil attorney:	N/A	N/A

Date of Ordination [of accused]: 5/14/75

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 by PRA: 10/11/99

Date allegation formalized with PRA: 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 touched [REDACTED] genitals under clothing; [REDACTED] was allowed to stay overnight with Fr. Ray

Brief summary and date of response from accused: 10/22/99

Stage of disposition by Professional Responsibility 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: [REDACTED]

Date of Birth: [REDACTED]

Current age: [REDACTED]

Name of civil attorney: [REDACTED]

Date allegation received by PRA: 5/21/90

Date allegation formalized with PRA:

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 Professional Responsibility 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

ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser: [REDACTED]

Date of Birth:

Current age:

Name of civil attorney:

Date allegation received by PRA: 11/20/91

Date allegation formalized with PRA:

Date of initial incident of alleged abuse: 1974/1975

Date of last incident of alleged abuse: 1974/1975

Approximate number of incidents of alleged abuse: one

Brief summary of alleged abuse: [REDACTED] Fr. Ray took [REDACTED] to the rectory and asked that he sit on his lap. Fr. Ray bounced [REDACTED] around and got erection; [REDACTED] reported this only happened one time

Brief summary and date of response from accused:

Stage of disposition by Professional Responsibility Review Board:

Additional allegations made by accuser: None

Signature of PRA:  **Date:** 4/13/06

From: Jan Slattery
To: McCluskey, Leah
Date: 4/19/2006 2:34:34 PM
Subject: Virtus training

Leah,

Richard Hudzik [REDACTED] have both attended the Virtus training.

Jan

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APR 19 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to
Harrah's Laughlin, NV 1-800-HARRAH5 [destination address and contact phone number] from
5-15-06 [departure date] through 5-19-06 [return date].

Jim [name of cleric] will be monitored by
[redacted] [name of travel monitor]. [redacted] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of

Jim [name of cleric] during the aforementioned time frame.

[see attached correspondence]

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1. Contacts with minors by Jim [name of cleric] in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

DO NOT COPY

2. [redacted] [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over [redacted] [aforementioned time frame].

3. As previously noted, the date of return to Jim's [cleric name] residence has been scheduled for 5-19-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 19 April 2006

PRA Signature: [Signature] Date: 4/19/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

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MAY 01 2006

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OFFICE OF PROFESSIONAL RESPONSIBILITY

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

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INDIVIDUAL SPECIFIC PROTOCOLS

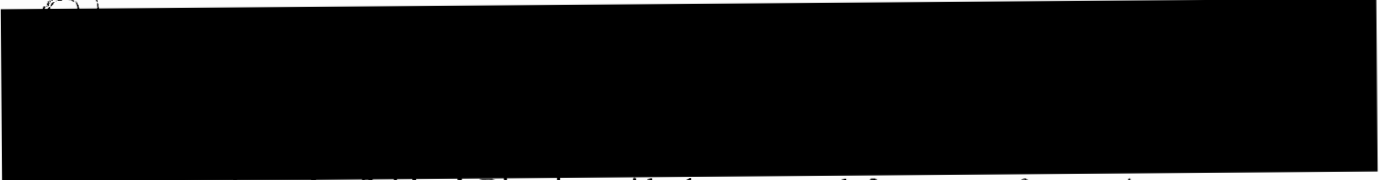
For

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).

This ISP for Rev. James Ray 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 Cardinal Stritch Retreat House

6. P Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.

7. [Redacted]

8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.

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: James M. Ray Date: 15 April, 2006

Printed Name: JAMES M. RAY

Signature of PRA: [Signature] Date: 5/1/06

Signature of VP: Edward D. Grose Date: 5/3/06

Additional, written notations appended to this document? yes no

(Revised 1/XII/04)

ARCHDIOCESE OF CHICAGO

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P.O. Box 1979
Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279
www.archchicago.org

May 10, 2006

Rev. James Ray
P.O. Box 455
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

Enclosed with this letter is a copy of your current completed and signed Individual Specific Protocol. Please note that copies of this document have also been sent to your canonical advocate, Vicar for Priests, and to your on-site monitor Deacon Richard Hudzik.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,


Leah McCluskey
Professional Responsibility Administrator

Enclosure

Cc: Rev. Edward Grace, Vicar for Priests ✓
Deacon Richard Hudzik, On-site Monitor
Rev. Michael P. Joyce, CM, Canonical Advocate

AOC 019331

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TRAVEL/VACATION NOTIFICATION

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MAY 22 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to
MILAN, ITALY [destination address and contact phone number] from
6-6-06 [departure date] through 6-14-06 [return date].

JIM [name of cleric] will be monitored by
[redacted] [name of travel monitor]. They [name of
travel monitor] has ^{ye} accepted the responsibility of verifying the location and activities of
JIM [name of cleric] during the aforementioned time frame.

[see attached correspondence]

1. Contacts with minors by JIM [name of cleric] must be in the presence of [redacted] [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.
2. They [name of travel monitor] may be asked to attest to the activities and whereabouts of JIM [cleric name] over _____ [aforementioned time frame].
3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 6-14-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 22 May, 2006
PRA Signature: [redacted] Date: 5/30/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

**ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP
ARCHDIOCESE PRIESTS**

JUN 22 2006
4R

Rev. James
Last Name, First, Middle Initial [Redacted]
Social Security Number 201323
Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. 10152 Agency _____ No. 10411

31
yr.

Pay through payroll		Effective Date: <u>July 1, 2006</u>
Regular Salary (Compensation Book)	\$ <u>24,240</u>	Non-Payroll Compensation
Other: Type		Type
	\$ _____	\$ _____
<u>-10%</u>	\$ <u>2,424</u>	\$ _____
	\$ _____	\$ _____
	\$ _____	\$ _____
Total through Payroll	\$ <u>21,816</u>	Total Non-Payroll
		\$ _____

Comments Cardinal requested 10% reduction

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS – EFFECTIVE DATE _____

Transfer From _____ To _____
Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From _____ To _____
Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date
[Signature] 7/3/06
Chancellor/Date

Department Director/Date
[Signature] 6/22/06
Director, Personnel Services/Date

Director, Human Resources/Date

Original: Payroll Yellow: Human Resources Pink: Agency Gold: Benefits

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AUG 03 2006

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

ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY

JIM RAY [name of cleric] has informed this office that he will be traveling to [destination address and contact phone number] 2209 Beaumont Ct, Aurora

[redacted] from 8-5-06 [departure date]

through 8-6-06 [return date]. Jim [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and

activities of Jim [name of cleric] during the aforementioned time frame.

1. Contacts with minors by Jim [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of Jim [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim [cleric name]'s residence has been scheduled for 8-6-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 3 August, 2006

PRA Signature: [Signature] Date: did not speak w/ chaperone prior to departure

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office. Revised 3/28/06

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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

JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Sunrise Beach, MO
[redacted] from 8-10-06 [departure date] (Lake of the Ozarks)
through 8-15-06 [return date]. Jim [name of cleric]
will be chaperoned by [redacted] [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure [redacted]. The
identified chaperone has accepted the responsibility of verifying the location and
activities of Jim [name of cleric] during the aforementioned time
frame.

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- 1. Contacts with minors by Jim [name of cleric] must be in the
presence of the identified chaperone. Inappropriate situations and locations
incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of
Jim [cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to Jim [cleric name]'s
residence has been scheduled for 8-15-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: Stephen M. Ray Date: 21 August, 2006
PRA Signature: Paul McElvany Date: 9/11/06 did not call chaperone

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office. Revised 3/28/06

SEP 25 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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

JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] West Linn, OR

[redacted] from 10-26-06 [departure date]

through 11-6-06 [return date]. Jim [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and
activities of Jim [name of cleric] during the aforementioned time
frame.

COPY
of an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY

1. Contacts with minors by Jim [name of cleric] must be in the
presence of the identified chaperone. Inappropriate situations and locations
incompatible with a priestly lifestyle are to be avoided.

ARCHDIOCESE OF CHICAGO
This is a red ink stamp!
DO NOT COPY

2. The identified chaperone may be asked to attest to the activities and whereabouts of
Jim [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim's [cleric name]
residence has been scheduled for 11-6-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 25 September 2006

PRA Signature: [Signature] Date: 10/4/06 *did not call chaperone*

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 3/28/06

DEC 07 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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

JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Bartlett, IL

[redacted] from 12-24-06 [departure date]

through 12-25-06 [return date], Jim [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure [redacted] The

identified chaperone has accepted the responsibility of verifying the location and
activities of JIM [name of cleric] during the aforementioned time
frame.

COPY
Of an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO
This is a red ink stamp!
DO NOT COPY

1. Contacts with minors by JIM [name of cleric] must be in the
presence of the identified chaperone. Inappropriate situations and locations
incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of
JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name]
residence has been scheduled for 12-25-06 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: [Signature] Date: 7 December, 2006

PRA Signature: [Signature] Date: 12/7/06 - did not call chaperone

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 3/28/06

DEC 07 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

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

JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Boyer Mountain, MI

[redacted] from 1-7-07 [departure date]

through 1-14-07 [return date]. Jim [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and

activities of Jim [name of cleric] during the aforementioned time

frame.

COPY

of an original document from the files of

OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

This is a red ink stamp
DO NOT COPY

1. Contacts with minors by Jim [name of cleric] must be in the

presence of the identified chaperone. Inappropriate situations and locations

incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of

Jim [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to Jim's [cleric name]

residence has been scheduled for 1-7-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be

changed. In the event of such a circumstance, should the original plans be

substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray

Date: 7 December, 2006

PRA Signature: Paul McCluskey

Date: 12/7/06 did not call chaperone

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file
in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.

Revised 3/28/06

1/6/07
Sent to
CSR Mt. Cnp

RECEIVED

JAN 17 2007

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

OFFICE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

COPY

of an original document from the files of

OFFICE OF PROFESSIONAL RESPONSIBILITY

ARCHDIOCESE OF CHICAGO

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DO NOT COPY

JIM RAY [name of cleric] has informed this office that he will be traveling to

[destination address and contact phone number] Weslaco, TX to visit

[redacted] from 2-6-07 [departure date]

through 2-16-07 [return date], JIM [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure [redacted]. The

identified chaperone has accepted the responsibility of verifying the location and

activities of JIM [name of cleric] during the aforementioned time

frame.

1. Contacts with minors by JIM [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 2-16-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 18 January, 2007

PRA Signature: [Signature] Date: 2/5/07

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 3/28/06

2/5/07 - PRA spoke w/ [redacted] confirmed all info. + Fr. Ray's restrictions. Will be staying in retirement community

in Texas w/ friends.

ARCHDIOCESE OF CHICAGO

COPY

Office of Professional Responsibility



Leah R. McCluskey, MSW, LSW
Administrator
312-751-5205
lmcccluskey@archchicago.org

Patricia J. Zacharias, LCPC, CADC, CEAP
Assistant Administrator
312-867-8793
pzacharias@archchicago.org

Post Office Box 1979
Chicago, Illinois 60690-1979
1-800-994-6200
312-751-5279 (fax)

January 19, 2007

Rev. James Ray
P.O. Box 455
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I am writing to you in regards to the **TRAVEL/VACATION NOTIFICATION** form that you have agreed to fill out and return to me three weeks prior to any planned overnight absence from your residence of the Cardinal Stritch Retreat House. Upon filling out the form, please provide a copy to Deacon Richard Hudzik prior to sending it to my office. This is to ensure that Deacon Hudzik is aware of your planned overnight absence in the event that he does not receive a copy of the notification form from my office prior to any planned departure. I have enclosed a blank copy of the notification form with this letter.

Rev. Edward Grace and I will be in contact with you regarding any future additional changes to your Individual Specific Protocol, Daily Log, and/or Travel/Vacation notification forms. If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

Handwritten signature of Leah McCluskey in black ink.
Leah McCluskey
Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests
Deacon Richard Hudzik
Rev. Michael P. Joyce, CM, canonical advocate
Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board

AOC 019340

COPY

of an original document from the files of
OFFICE OF PROFESSIONAL RESPONSIBILITY
ARCHDIOCESE OF CHICAGO

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FEB 05 2007

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

This is a red ink stamp!
DO NOT COPY

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.

No. 0100 P. 1

Feb. 5. 2007 3:24PM Cardinal Stritch Retreat House

Correct #

JIM RAY [name of cleric] has informed this office that he will be traveling to

[destination address and contact phone number] GALENA, IL

[redacted] from 2-23-07 [departure date]

through 2-25-07 [return date]. JIM [name of cleric]

will be chaperoned by [redacted] [name of chaperone]. PRA may contact

the chaperone at the following phone number prior to departure: [redacted]

identified chaperone has accepted the responsibility of verifying the location and

activities of JIM [name of cleric] during the aforementioned time

frame.

1. Contacts with minors by JIM [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of JIM [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to JIM's [cleric name] residence has been scheduled for 2-25-07 [aforementioned return date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: James M. Ray Date: 5 February, 2007

PRA Signature: [redacted] Date: 2/23/07

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 3/28/06

PRA tried to call [redacted] on 2/5/07 and 2/8/07 to confirm info. Unable to reach and/or leave message.

Tried to call 2/12/07. Same recording - unable to leave message.

2/12/07 - called Jim Ray @ a diff. phone # 4 [redacted]. Requested return call.

2/13/07 - spoke w/ Fr. Ray. Will check phone # + call back.

2/21/07 - still can't reach -> called Fr. Ray to clarify # is [redacted]

2/21/07 - message stating that all circuits are busy - can't leave a message (called 3xs)

2/22/07 - left a voicemail + requested return call

2/23/07 - I spoke w/ [redacted] she confirmed that Fr. Ray was staying w/ them in Galena as stated; I reviewed Fr. Ray's restrictions w/ her

AOC 019341

ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser: [REDACTED]

Date of Birth:

Current age:

Name of civil attorney:

Date allegation received: 11/20/91

Date allegation formalized:

Date of initial incident of alleged abuse: 1974/1975

Date of last incident of alleged abuse: 1974/1975

Approximate number of incidents of alleged abuse: one

Brief summary of alleged abuse: [REDACTED]

[REDACTED] Fr. Ray bounced [REDACTED] around and got erection; [REDACTED] reported this only happened one time

Brief summary and date of response from accused:

Stage of disposition by Review Board:

Additional allegations made by accuser: None

Signature of Director:



Date:

4/12/07

Victim Statement Abstract

This abstract supplements a brief summary recording the details of Victim JT's allegation of abuse against Fr. James Ray. According to the summary, prepared by Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review on April 12, 2007, Victim JT alleged a single incident of alleged abuse by Ray. The incident occurred at the St. Anastasia rectory in approximately 1974 or 1975.

COPY

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

HAND DELIVERED

April 13, 2007

Deacon Richard Hudzik
Cardinal Stritch Retreat House
P.O. Box 455
Mundelein, Illinois 60060-0455

Dear Deacon Hudzik,

Enclosed with this letter is a copy of the summary of allegations of the sexual abuse of minors against Rev. James Ray that have been received by the Office for Child Abuse Investigations and Review to date. You will also find copies of the most recent "Clergy Daily Log" and "Travel/Vacation Notification" forms that Fr. Ray will be directed to use as a client of this office.

As you know, one of our Vicars for Priests Rev. Edward Grace and myself are scheduled to meet with Fr. Ray today to review with him his updated Individual Specific Protocol [ISP]. Once I have a signed copy of Fr. Ray's updated ISP, I will forward a copy to you for your information and records.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

A handwritten signature in black ink that reads "Leah McCluskey".

Leah McCluskey
Director, Office for Child Abuse Investigations and Review

Cc Rev. Edward Grace, Vicar for Priests
Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

AOC 019344

RECEIVED
MAY 30 2007

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.

3.

4. (W) 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.

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

6. u Must complete and submit the "Travel/Vacation Agreement," and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.



8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.

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 meeting 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.

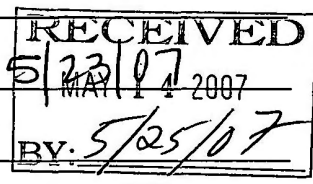
I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James M. Ray Date: 15 May, 2007

Printed Name: JAMES M. RAY

Signature of Director: [Signature] Date: 5/23/07

Signature of VP: [Signature] Date: 5/25/07



Additional, written notations appended to this document? yes no

(Revised 4/5/07)

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5388
312-751-8307, fax

May 31, 2007

Rev. James Ray
P.O. Box 455
Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I wanted to thank you again for taking the time to meet with Rev. Vincent Costello, Rev. Edward Grace, and myself last month to review the enclosed Individual Specific Protocols [ISP].

As we discussed on April 13th, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me by June 14, 2007.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey
Director, Office for Child Abuse Investigations and Review

Enclosures

cc Rev. Edward Grace, Vicar for Priests
Rev. Michael P. Joyce, CM, canonical advocate

AOC 019347

**ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP
ARCHDIOCESE PRIESTS**

Ray, James
Last Name, First, Middle Initial [REDACTED] Social Security Number 201323 Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. 10152 Agency _____ No. 10411

Pay through payroll		Effective Date: <u>July 1, 2007</u>
Regular Salary (Compensation Book)	\$ <u>25,290</u>	Non-Payroll Compensation
Other: Type		Type
	\$ _____	\$ _____
<u>-10%</u>	\$ <u>2,529</u>	\$ _____
	\$ _____	\$ _____
	\$ _____	\$ _____
Total through Payroll	\$ <u>22,761</u>	Total Non-Payroll
		\$ _____

Comments 10% reduction in salary per Cardinal George

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS – EFFECTIVE DATE _____

Transfer From _____ To _____
Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From _____ To _____
Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date	<u>[Signature]</u>	Department Director/Date	<u>[Signature]</u>	Director, Human Resources/Date	<u>[Signature]</u>
Chancellor/Date	<u>[Signature] 6/20/07</u>	Director, Personnel Services/Date	<u>[Signature] 6-15-07</u>		

Original: Payroll Yellow: Human Resources Pink: Agency Gold: Benefits

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

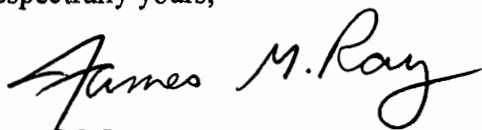
Your Eminence,

I humbly ask, Your Eminence, a dispensation from all obligations arising from priestly ordination. I was born in Evanston, Illinois on [REDACTED] 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

ARCHDIOCESE OF CHICAGO

Office of the Chancellor
Jimmy M. Lago



Post Office Box 1979
Chicago, Illinois 60690-1979

312-751-5382
Fax: 312-751-5381

April 9, 2008

Reverend James Ray
Cardinal Stritch Retreat House
PO Box 455
Mundelein, IL 60060-0455

Dear Father Ray,

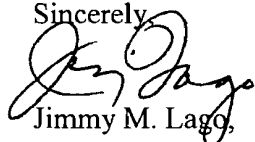
This letter is to update you on actions we are taking to upgrade our monitoring and supervision program. For the past year, we have been reviewing the recommendations from the consultants we hired in 2006 as well as the Ad Hoc Committee who worked with us this past year to redesign our programs for oversight and compliance. We are now in the process of implementing improvements to both of these programs.

We have engaged Dr. Monica Applewhite, former president of Praesidium, Inc., the national accrediting body for religious communities seeking to comply with the *Charter for the Protection of Children and Youth* and *Essential Norms*, to design and recommend an individual protocol with each removed priest. Secondly, we have hired a new compliance supervisor, Ms. Shawnte Jenkins, to oversee compliance with these agreements and protocols.

The Vicar for Priests and members of the Office for the Protection of Children and Youth will be in contact with you to discuss these changes.

Please give them your cooperation.

Sincerely,


Jimmy M. Lago,
Chancellor

cc. Cardinal Francis George
Fr. John Canary
Fr. Vince Costello
Fr. Ed Grace
Jan Slattery

*mailed
4-9-08*

AOC 019350

**ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP
ARCHDIOCESE PRIESTS**



Ray James _____ [Redacted] _____ 201323
 Last Name, First, Middle Initial Social Security Number Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. 10152 Agency _____ No. 10411

Pay through payroll
 Regular Salary \$ 17,000
 (Compensation Book)
 Other: Type _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ 18,600
 Total through Payroll \$ 17,000

Effective Date: July 15 2008
 Non-Payroll Compensation
 Type _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 Total Non-Payroll \$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS – EFFECTIVE DATE _____

Transfer From _____ To _____
 Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From _____ To _____
 Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To _____
 Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date _____ Department Director/Date _____ Director, Human Resources/Date _____
[Signature] 7/22/08 [Signature] 7-21-08
 Chancellor/Date Director, Personnel Services/Date

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

DECREE

COPY

On July 22, 2005, I issued a decree removing Archdiocesan faculties from **Reverend James Ray**, since I had determined that he had committed the delict of c. 1395§2. I also dispensed him from the obligation to wear ecclesiastical garb and forbade him to represent himself as a priest to those unknown to him or to act as an agent of the Archdiocese of Chicago. He was permitted to celebrate the Most Holy Eucharist privately, and celebrate the sacraments of Penance and the Anointing of the Sick for those in danger of death.

In giving me permission to provide for Father Ray's case for a determinate period of time by means of a penal decree and precept, the Congregation for the Doctrine of the Faith also allowed for the possibility that "at the end of the said determinate period the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further period of time." (CDF P.N. 293/03-19664)

Since neither the circumstances nor the particular law for the United States has changed in the past three years, I renew the provisions of my decree of July 22, 2005 for another three years. Since the responsibility for determining the terms of monitoring has now been given to the Office for Protection of Children and Youth, it is that office that will work with Father Ray to establish a specific protocol for his monitoring and therapeutic intervention.

Given in Chicago, Illinois, on the 22nd day of July, 2008.

Francis Cardinal George, O.M.I.
Archbishop of Chicago



Ecclesiastical Notary

*Is this the
Entire Jim Ray Interview - CF P. 34 ref to "Last Interview"*

Jim Ray Interview

JENKINS: → This is Shawnte Jenkins and I'm here today, September 10, 2008, with Father Ray. Can you please state and spell your name?

RAY: James Ray. J-A-M-E-S R-A-Y.

JENKINS: And do you know you're being recorded?

RAY: Yes I do.

JENKINS: Okay. I'm just going to start with a little bit of background information about your upbringing so can you start by letting us know, were you raised Catholic?

RAY: Yes.

JENKINS: And did you go to Catholic school? A little bit about your childhood and your experiences being Catholic while you were young.

RAY: Well I was raised Catholic, at the grammar school, Catholic High School and, of course, in the seminary system. Actually my mother was a convert to Catholicism, but she converted before I was born.

JENKINS: Which grammar school did you go to ?

RAY: Well first grade I went to Holy Cross in Deerfield and then second and third grade I went to St. Thomas Aquinas in Fairfield, Connecticut and then fourth, fifth and sixth grade I went to Holy Cross in Deerfield, seventh and eighth grade I went to St. <inaudible 01:10>.

JENKINS: Now what was the break when you were in Connecticut?

RAY: My dad was transferred to New York and so we moved to Connecticut because my mother's one sister lived in Connecticut and we moved to the town next to them and while there, my mother contacted lupus and cancer and so she was sick so my dad took a job back here in Illinois so that she could be near her parents. We were in Connecticut from 56, to 58, and then my mom died in January 59.

APPLEWHITE: Of lupus ultimately?

RAY: (Well, I was just a kid and one person said it was lupus and another person said it was cancer.

APPLEWHITE: All related probably. That's too bad. How old were you?

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RAY: She died five days before my tenth birthday and my youngest brother, there were six of us and my youngest brother was just a year old and then two and a half years later my dad remarried. That's when we moved to [REDACTED] and that's why I went to seventh and eighth grade. Married a widow with three kids and then they had one.

JENKINS: Oh, okay.

RAY: So there were ten of us.

JENKINS: Ten of you. Okay, how about high school?

RAY: Went to Quigley Preparatory Seminary, North as they called it for four years.

JENKINS: So how did you come to enter the priesthood or where do you feel like you made that decision?

RAY: Well as I told you, I first remember thinking about it was when I was in fourth grade. In those days you often had people coming to the...to talk about vocations and I remember thinking about it in fourth grade and then when we moved to the new parish in seventh and eighth grade, there was a sister there, Sister [REDACTED] who encouraged...she had a brother who was a priest and she encouraged him into the priesthood and I started thinking about it again and decided to go to Quigley.

JENKINS: How did your family feel about it?

RAY: Oh they were very proud about it.

JENKINS: Did you have any other siblings or brothers who wanted to join also?

RAY: My brother [REDACTED] my stepbrother, wanted to take the exam at Quigley and [REDACTED] is what four years younger than I, but something happened and he didn't get to the exam so he never went there. And I had a sister who actually went into the convent for years of high school, the Aspirancy, my sister [REDACTED] and she was there for four years, Sisters Christian Charity in Wilmot. *Wilmot?*

At the year she graduated from high school, they closed the Aspirancy down and they wanted the girls that graduate to work a year so [REDACTED] worked a year and re-applied. They thought she

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wasn't mature enough. They wanted her to work another year so she said well, heck with that, I'm going to school so she never went back. And actually my dad was a Christian brother at one time. He took temporary vows for several times and finally said it's time to take final vows or get out and he said well, I can't say I'm going to do this forever so he left. Actually at the end of his life he became a permanent deacon after he retired. He got this letter from the parish pastor saying we would like you to consider doing this so...after he retired he went to school for a couple of years and was ordained a deacon, a permanent deacon.

APPLEWHITE: Oh, that's great.

JENKINS: When did you finish your education?

RAY: Well I graduated from high school in 67, college in 71, was ordained a priest in 75.

JENKINS: What was your degree in?

RAY: In College? Sociology.

JENKINS: Did you...

RAY: I also had a...ended up getting like a certificate for teaching.

JENKINS: Did you go into any masters program or doctoral programs?

RAY: Well the divinity...and then seminary.

JENKINS: Did you get certified to teach, did you say?

RAY: Yeah.

JENKINS: What were you certified to teach?

RAY: History.

JENKINS: What grades?

RAY: K-12.

JENKINS: Did you ever do any teaching?

RAY: I taught when I stayed at the seminary. Taught part-time at Carmel High School across the street, at the girls school, taught religion

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part-time for two years when I was in the major seminary here and then, of course, at the parish I did teaching.

JENKINS: How about any other work that you've done?

RAY: When I was in high school, I worked as a camp counselor in the park district for a couple of years and then two years worked at the parish school as a janitor in the summer into college and then my second or third year of college I started working, well volunteering basically, at St. Mells in Westside, Chicago so I worked there during the summers and on weekends and things like that. At the end of college, I moved up here to major seminary.

JENKINS: Any other work experience or history even as an adult?

RAY: When I was at the seminary full time, I was teaching part-time at the Carmel High School and I worked a couple of nights as a auditor at a Holiday Inn in North Chicago.

JENKINS: I thought I remembered something about you working at Catholic Charities at some point.

RAY: Well yeah but as a priest.

JENKINS: This was after you had been removed and you were doing some....

RAY: Well yeah. I was removed in November of 1991, and January of 1992, I started worked at Catholic Charities and my title was Liaison for Catholic Health Ministry or Catholic Health Care and basically worked with chaplains in the hospitals and sometimes people have a complaint about the hospital, they'd call me and I'd try to talk to hospital and when Cardinal George came he named Bishop Conway cause he wanted him to be his liaison for Catholic Health Care so Ed and I had lunch together. He was my boss at Catholic Charities at the time.

And also he had home human services with Archdiocese and he said well...what was my title going to be and I said well call me the Assistant Liaison for Catholic Health Ministry and he said well, I think we should call you the Associate Liaison for Catholic Health Ministry and I said, no problem with that. As the old time pastor said, I don't care if you call him an assistant or associate, its still abbreviated A-S-S.

So basically I worked with....well I also worked with, I'm trying to think now, I was working with the Catholic chaplains and the head

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?
of human services. He had a group that we met once a month and I kind of facilitated. It was like people in all human service ministries, the Office for the Deaf and the Blind and the Mentally Ill, several groups that came together basically once a month to update what was going on and what have you. I also worked part-time at Mercy Hospital as a chaplain.

I said mass there every Saturday afternoon and I was on call for emergencies at night. This was when I was living in the city. Usually two nights a week or so.

JENKINS: What part of your work would you say you found the most fulfilling?

RAY: Parish work. As I tell people, the comment you made earlier, when I was in the parish and I went away on vacation and if I was gone for a week, I was chomping at the bit to get back. Now if you want to go someplace for how long, I'm ready, lets go.

JENKINS: What aspect of the parish life?

RAY: It was just the variety. Even when I was in high school, I said I never want to sit behind a desk eight hours a day. It was just the variety of it. Different people, kids, adults, seniors, teaching, visiting sick in the hospital, although that wasn't my favorite, but marrying, burying, counseling, just the vast array of the things that you do.

JENKINS: People oriented work?

RAY: Yeah.

JENKINS: Could you tell us about a typical day now in your current life?

RAY: Now?

JENKINS: Yeah, like on a Monday through Friday, what would you do? You wake up in the morning on Monday and what does Father Ray do?

RAY: Well I get up, I brush my teeth, I make my bed, I take a shower and then I sit down and do morning prayer at 7:30. Celebrate mass or concelebrate mass as the case may be. At 8:00, I go down for breakfast and then I come back up to my room after breakfast and spend a few, not a long time, but reading some scripture and then it varies.

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Now that routine is the same everyday, Monday through Sunday. Depending on the days of the week, I mean I do, I cross-stitch and I read and like I say, on Saturday mornings I go to my mom's and I take her out for lunch and short shopping and the hairdresser now that she's not driving anymore. She had her glaucoma attack. Well for instance tomorrow as soon as breakfast is over, some friends of mine who I used to see once a month, moved to Galena, but they're in visiting their grandkids right now in Elgin and so tomorrow morning after, we used to play bridge once a month, so I'm going to go there tomorrow morning after breakfast.

Well, the kids will be in school and we're going to play some pinochle and visit and go out for lunch and then after that I'm going to stop in Aurora. I was at my friends for a cookout a week ago Saturday and left my sunglasses there so I'm going to stop and pick up my sunglasses and I just happen to be going to another friend's in Batavia, [REDACTED] for dinner. I see them maybe four or five times a year.

They do have two kids. [REDACTED] in sixth grade and [REDACTED] in fourth grade. I'll have dinner with them and come home. Like yesterday, I was here all morning, did some reading, some cross-stitching. In the afternoon I went to Oakbrook [REDACTED] and drove into the city for <inaudible 11:53> and then came home.

APPLEWHITE: Who was the first family? What was the name of that first family that you were seeing that they are not usually around, but they're babysitting their grandkids.

RAY: [REDACTED]

APPLEWHITE: Is that [REDACTED]

RAY: No.

APPLEWHITE: That's different.

RAY: That's [REDACTED] who was a nurse. I met her at Mercy Hospital.

APPLEWHITE: Okay, I'm sorry. The first one again?

RAY: [REDACTED] [REDACTED] have two kids, one lives in Iowa, a son. He's married and has three girls. And then their daughter, [REDACTED] and her husband [REDACTED] live in Elgin and they have two kids, [REDACTED] my goddaughter.

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APPLEWHITE: How old is she?

RAY:

8 is Born after He was Removed
[REDACTED] in third grade and [REDACTED] is in sixth grade.

APPLEWHITE: How much do these folks know about your history?

RAY:

They know. They per se don't know what I may or may not have done, but they know that I was removed and why I was removed.
Yes.

APPLEWHITE:

And they probably vary in terms of the extent to which they really believe or don't believe or how they defend or don't defend.

RAY:

Yeah

APPLEWHITE:

Okay.

JENKINS:

And you said [REDACTED] your goddaughter?

RAY:

Yes.

JENKINS:

And she's third grade?

RAY:

Yes.

JENKINS:

And she is the daughter of?

RAY:

[REDACTED]

JENKINS:

Okay. Do you eat many meals here?

RAY:

Not a lot. I do have breakfast and if I'm here for lunch, I have lunch. Well actually I eat more meals here than it shows on the thing cause a lot of times I sign out for dinner when there's no retreatants here. I'll just have some tuna salad or whatever's in the refrigerator. Some guys complain so much about what the dinners are for...in my way I say then why don't you sign out and have a big lunch and just have a sandwich or something for dinner. So rather than waste food, a lot of times I will just sign out for dinner. I mean if I sign out for dinner Friday, but I'll be here for dinner Friday night.

JENKINS:

When you go to dinner...do you normally go to dinner around here somewhere? What kind of places do you go?

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RAY: Well I never go to dinner by myself. Usually I'm at someone's house or I go out to dinner with [REDACTED] and/or [REDACTED]. Yeah, I don't go out and have dinner by myself. It's fun going out to eat, I don't like being by myself.

JENKINS: Very lonely. How does your weekday differ from your weekend?

RAY: It doesn't really.

JENKINS: No?

RAY: The only thing is on Saturdays. They say around here that Saturday is mother's day, although this week Friday is mother's day so...

JENKINS: Does your mom live close to here?

RAY: She lives in ^{MORTON} Martin Grove. If the traffic is good, it's a 40-minute drive from here. So usually on Saturday mornings I leave here about ten after nine or so and then actually I don't write it down in the log, but I stop at Panera's and pick her up a coffee.

APPLEWHITE: Now, the other things, you kind of went through a series of three stops in that day. Are all of those things...would they be in the log and so and do those people know that they could be contacted?

RAY: Yes they do.

APPLEWHITE: Because it's good for you to let them know ahead of time.

RAY: Oh definitely.

APPLEWHITE: So they don't get the surprise phone call. Cause there's probably going to be more of that kind of actually calling. Certainly if we can know who the people are with families. And of course we will be asking them about the children who are there, but if you can let us know in advance, that's always good.

RAY: Well I do. What I do is I buy mom four large coffees, of Hazelnut coffee at Panera and then she puts it in her refrigerator and drinks it during the week.

APPLEWHITE: Oh really?

RAY: Well she likes it. My sister bought her some she could brew at home, but it's not Panera so...and she has to watch...she only has

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30% of her kidney so she has to watch her liquid intake so she's got these little cups about this big and about that big of round that she puts the coffee in and puts it in the microwave and she has her coffee.

JENKINS: When you're taking your mom around, do you all ever go and take your mom to visit families that may have children?

RAY: No.

JENKINS: What kind of activities do you do with your mom when you're spending the day with her? I know you mentioned the hairdresser which I've seen on the log and taking her to some doctors appointments, but anything else?

RAY: No, that's basically it. Well I take her out for lunch. This past Monday, I took her to the heart doctor and then we went out for dinner.

JENKINS: How about siblings in the area? There's ten of you. I just want to get an idea of your family members, those in the area, who you might spend some time with.

RAY: Okay.

JENKINS: Can you kind of go sibling by sibling?

RAY: Sure. Well, my oldest brother [REDACTED] lives in [REDACTED]

JENKINS: I remember that.

RAY: Yes. He has four children, only one lives at home. [REDACTED] is now 19 years old and [REDACTED] is married and has a son. He lives in [REDACTED]. Actually, [REDACTED] is my brother's stepson and he's married and lives in [REDACTED] also. Then he has a son [REDACTED] who's married and has a son and lives in [REDACTED] and a daughter [REDACTED] [REDACTED] is 30 years old, [REDACTED] is 28 years old or 29 years old and lives in [REDACTED]

APPLEWHITE: Who lives in Wisconsin?

RAY: I have a nephew who lives in [REDACTED]

APPLEWHITE: Oh [REDACTED]

RAY: Yes.

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APPLEWHITE: What's his name?

RAY: [REDACTED]

JENKINS: And [REDACTED] is the one that still lives at home?

RAY: No, [REDACTED]

JENKINS: [REDACTED]

RAY: [REDACTED] 19.

APPLEWHITE: [REDACTED] married.

RAY: Yeah [REDACTED] married and has twins in the breadbox, his wife does.

JENKINS: And has?

RAY: They have a two-year-old and they are expecting twins.

JENKINS: Oh okay. And they live in?

RAY: [REDACTED]

JENKINS: Okay.

RAY: [REDACTED] is in [REDACTED] and his wife [REDACTED] and [REDACTED] is three years old I believe. And then [REDACTED] is not married and lives in [REDACTED]

APPLEWHITE: So these are all [REDACTED]

RAY: [REDACTED] wife is [REDACTED] his ex-wife is [REDACTED] lives in [REDACTED] Let see I go to [REDACTED] well on the old forms I'd put on I was going out to dinner with [REDACTED] and we'd go to the plays at <inaudible 18:56> with some friends.

JENKINS: So [REDACTED] ex-wife is [REDACTED] and lives in [REDACTED]

RAY: Correct.

APPLEWHITE: Where's [REDACTED]

RAY: It's between here...you probably drive...you come up 41? You drive...well Hyland Park, [REDACTED] is directly west of Hyland Park.

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APPLEWHITE: Oh okay.

JENKINS: Okay, so that's your brother [REDACTED]

RAY: My brother [REDACTED] lives in [REDACTED] Oregon which is south of [REDACTED]

APPLEWHITE: Is [REDACTED] remarried before we go on?

RAY: No.

APPLEWHITE: Okay.

RAY: She says when we go out it's so nice to go out on date and not have to worry about a goodnight kiss cause we are friends.

APPLEWHITE: And you stayed on good terms?

RAY: Yes.

JENKINS: Did you say [REDACTED] was remarried right?

RAY: Yes, [REDACTED] is his wife.

JENKINS: [REDACTED] okay.

RAY: Who is Italian. And [REDACTED] ^{Brother} lives in [REDACTED] Oregon. He has six children. The youngest lives at home. [REDACTED] she's 28. Her birthday was last week. She's 28 years old. And [REDACTED] is 29 and that's [REDACTED] kids, two kids. [REDACTED] has two from his first marriage who is [REDACTED] who is right now in jail out in Oregon and [REDACTED] lives in [REDACTED]

APPLEWHITE: [REDACTED] son is named [REDACTED]

RAY: Yes.

APPLEWHITE: [REDACTED]

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: [REDACTED]

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JENKINS: Okay, so that's [REDACTED]

RAY: [REDACTED] is married and has two children. I don't see her very often.

JENKINS: Do you know how old her children are?

RAY: I think [REDACTED] is in kindergarten now and [REDACTED] is in second or third grade. Yeah my niece [REDACTED] her father's name is [REDACTED] her brother's name is [REDACTED] her husband's name is [REDACTED] her father-in-law's name is [REDACTED] and her son's name is [REDACTED]

APPLEWHITE: And she decided to call her son [REDACTED]

RAY: Yep.

JENKINS: Yeah because I was just thought, did I hear him say [REDACTED].?

APPLEWHITE: Yeah you did.

JENKINS: Okay.

RAY: And then my brother has the two, a stepson and stepdaughter. [REDACTED] lives in [REDACTED] Oregon. Her husband is [REDACTED] and they have two kids. [REDACTED] is in sixth grade I believe and [REDACTED] is in second grade and she is also my goddaughter.

APPLEWHITE: I was going to ask if either of them were your godchildren.

RAY: Yes, [REDACTED] is and then...

APPLEWHITE: How old is she?

RAY: 40ish.

APPLEWHITE: [REDACTED]

RAY: Oh no [REDACTED] I'm thinking of [REDACTED] She's in second grade.

APPLEWHITE: Oh okay.

JENKINS: She's in second grade so that makes her about seven or eight.

RAY: Seven or eight yeah.

JENKINS: And they live in Oregon?

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RAY: [REDACTED] Oregon yes.

APPLEWHITE: Do you have any godchildren who are boys?

RAY: Yes.

APPLEWHITE: And who are they?

RAY: Let me think now. This is from a long time ago. Friends who I haven't seen in 20 years down in [REDACTED] Arkansas. I'm their son's godfather. We'll get to my nephew [REDACTED] I'm his godfather.

JENKINS: So that's it for [REDACTED]

RAY: Yeah and then [REDACTED] lives in Oklahoma. He's married and has three children, two boys and a girl.

JENKINS: And who is he married to?

RAY: [REDACTED]

JENKINS: Okay. And his kids' names?

RAY: I knew you were going to ask me that. I've never met his kids. I know the youngest was born, in fact, her first birthday is, [REDACTED] [REDACTED] I know that cause I did cross-stitch for them with her name on it and then the two boys, one is [REDACTED] and I can never remember the other one's name. I think it's [REDACTED] but I've never met the kids. [REDACTED] may not even be correct, I'm not sure about that.

JENKINS: And they're how old?

RAY: All under five.

APPLEWHITE: Don't feel bad about it if you can't remember a name. I'm shocked that you remember as many as you do.

JENKINS: Yeah exactly.

RAY: Well as I say I have nine siblings and 18 nieces and nephews.

APPLEWHITE: Okay. So we've done [REDACTED]

RAY: Then the next line is me and then [REDACTED] is my stepbrother. He's married to [REDACTED]. The last time I saw [REDACTED] was my father's funeral

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four years ago and [REDACTED] is seven months younger than I and he's married to a Chinese gal. He calls my mom almost everyday and sees her when he can, but the only thing we can think of is that one time when my dad was going downhill with his Alzheimer and [REDACTED] and [REDACTED] were at the house and, of course, my dad thinks he's whispering to my mom, but everyone could hear, she's strange, isn't she and so I think since then there was a big split and...we call him up to ask him to family functions cause they never came. We weren't even sure he was going to come to my father's funeral, but you talk to him on the phone, everything is honky dory. Everything is fine. And [REDACTED] was a special ed child.

APPLEWHITE: In what way?

RAY: My parents just thought he was lazy, but then they, in sixth or seventh grade they had him tested and he had learning disabilities. What they were I don't remember. As a family he had this crossbeam bar that he had to walk on and we'd help him with that. Hold it so he could walk on it and things like that for his balance. What is learning disability is I couldn't tell you.

APPLEWHITE: And the woman that you're calling mom now is your...

RAY: My stepmother, correct.

APPLEWHITE: But for many many years.

RAY: My parents would have been married 47 years last month. My dad died a week before their 43 wedding anniversary. And then after [REDACTED] is [REDACTED]

JENKINS: Do [REDACTED] have any children?

RAY: She has three children from her first marriage who are all grown. I've never met them.

JENKINS: Okay.

RAY: Then there's [REDACTED] She lives in [REDACTED]

APPLEWHITE: Where is that?

RAY: Just northwest of here. I mean, if there's no traffic, I can get there in 20 minutes from here. And she's married to [REDACTED] and they have no children. My sister [REDACTED] has [REDACTED] so she's retired. She used to teach, in fact, she got a degree in special ed and did special ed for

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several years and then she couldn't physically handle that anymore so she went and taught like junior high school for several years and then she finally had to....well she quit that and she did some substitute teaching, but she doesn't do that anymore because by the afternoon she's worn out and it's not fair to the kids or herself.

JENKINS: What's [REDACTED] last name?

RAY: [REDACTED]

JENKINS: I think I've talked to her.

RAY: Yeah you called her because we went down for my nephew's graduation from high school, but we actually ended up not spending the night because my brother-in-law [REDACTED] had a meeting the next day so we drove home that night, but the original plan was to spend the night down there and come back the next day which we ended up not, we came home the same night from Champagne that is. That's [REDACTED] and then [REDACTED] is my stepbrother. His last name is [REDACTED] last name s [REDACTED] also.

JENKINS: Okay.

RAY: And he's, I think he's married to [REDACTED]

APPLEWHITE: Not your closest...

RAY: Well when [REDACTED] and [REDACTED] celebrated their 25th anniversary, he lives in Colorado, there is a state law if you cohabit for seven years you're legally married. I know they've been together for 27 years cause at [REDACTED] wedding one of my sister's said well, rumor has it you sent an announcement off to all of your friends saying congrats, we're not married. She said well I didn't, but that sounds like a good idea. And they do not have any children.

And then there's [REDACTED] And she goes by [REDACTED]. She was married, divorce and went back to her maiden name. And she has two boys, [REDACTED] who will be 19 in October and [REDACTED] who will be 17 in a couple of weeks and [REDACTED] is my godson. The boys' last name is [REDACTED]

APPLEWHITE: And there's a third boy?

RAY: No, just two.

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APPLEWHITE: Just two.

RAY: Yeah.

APPLEWHITE: Where does she live?

RAY: [REDACTED]

APPLEWHITE: How far is that from here?

RAY: Three hour drive, two and a half or three-hour drive.

JENKINS: This is the graduation you went to.

RAY: Yes.

APPLEWHITE: [REDACTED]

RAY: Yeah, [REDACTED] is now a freshmen at [REDACTED] and [REDACTED] is a junior in high school.

APPLEWHITE: You've got two more siblings.

RAY: Three more.

APPLEWHITE: Three more? Oh okay.

RAY: The next is [REDACTED] and her last name is [REDACTED]
[REDACTED]

APPLEWHITE: I'm sorry, can you give me that last name again.

RAY: [REDACTED]

JENKINS: And she's married?

RAY: She's married to [REDACTED] and they have three children. [REDACTED] is 30, she'll be 31 next month and [REDACTED] is 28, be 29 next month and [REDACTED] is 14, will be 15 next month. [REDACTED] is her second husband. [REDACTED] and [REDACTED] are from her first marriage and [REDACTED] is from her second marriage.

APPLEWHITE: Do [REDACTED] and [REDACTED] have children?

RAY: No, neither of them are married.

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APPLEWHITE: And where do they live?

RAY: [REDACTED]

APPLEWHITE: I'm sorry, I'm so focused on the last name that I didn't write down her first name.

RAY: [REDACTED] She's my stepsister, but everyone thinks we're natural brother and sister because we do look kind of a like. We used to.

JENKINS: And for so long you've all been...Okay

RAY: There's [REDACTED] His wife is [REDACTED] They just last year moved from Connecticut...actually [REDACTED] moved last year, [REDACTED] didn't move until this year. He got a job in [REDACTED] and then took him nine months to sell the house. They have three children.

JENKINS: And they live in [REDACTED]?

RAY: [REDACTED] Wisconsin which is just south of Milwaukee. And [REDACTED] is, just had a birthday, I don't remember if its' 25 or 26 now, he's engaged, he's in the [REDACTED] planning to get married next year. And then [REDACTED] is, she just graduated from college, so 23 I guess, 22 or 23 and then [REDACTED] just turned 21. She's a junior at the [REDACTED]

JENKINS: Do any of them have children?

RAY: No, none of them are married. [REDACTED] is engaged. And then that was [REDACTED] [REDACTED] is a dentist in [REDACTED] Minnesota.

JENKINS: Is he married?

RAY: Good question. Yes. The reason I say that is his wife [REDACTED] and as he has not seen her in many years.

APPLEWHITE: What's her name?

RAY: [REDACTED] It drives me crazy cause he has a bumper sticker on the back of the car that says I heart my wife and he said I was married for better or worse.

APPLEWHITE: I hurt my wife?

RAY: No, heart, I love. I love my wife.

Jim Ray Interview

JENKINS: You said that drives you crazy?

RAY: Well because he hasn't seen her. She has nothing to do with him. [REDACTED] She had two sons from a previous marriage. In fact, I think my brother was the third husband and ever once in a while he'll call up the son. The last I heard she was living with the son. She became pregnant and lost the baby and I guess that's when [REDACTED] Has nothing to do with my brother, but he says he married for better or for worse so...

JENKINS: Do they have any children together?

RAY: No.

APPLEWHITE: That's a sad story.

RAY: It is and my brother's a really good guy. He just doesn't deserve it.

APPLEWHITE: Does he have any contact with...I mean was he a father to the boys?

RAY: No, no.

APPLEWHITE: Never.

RAY: No, but I say I mean once in a while he does call one of the sons just to check and see how she's doing and what have you.

JENKINS: And you said he calls him the son.

RAY: No, no, he calls him [REDACTED]

JENKINS: I thought I heard you say something about the son.

RAY: Well he calls her son, the son to see how she's doing.

APPLEWHITE: And the boys keep up with her kind of?

RAY: Well I know one moved out to California to be near his dad and the last I heard, we really haven't talked about it in a long time, [REDACTED] was living with or near [REDACTED] came down with [REDACTED] one year for Christmas before they got married so I got to meet [REDACTED] and I don't even know the other son's name. The only time I met him was at the wedding.

APPLEWHITE: Okay. That's it for your siblings.

Jim Ray Interview

JENKINS: I almost hate to ask this, but cousins or other adults in the area that you spend time with. You have so many friends.

RAY: Yeah, my dad was an only child and my mother had one sister. I have three cousins and they all live out east.

JENKINS: Okay.

APPLEWHITE: Do you ever visit with them?

RAY: Not in years. In fact, I think the last time I saw them was when my, when I went out there for my cousin [REDACTED] wedding and that's got to be over 20 years ago, or maybe not 20, but a long time ago. My cousin [REDACTED] came when my sister [REDACTED] got married and that was 20 years ago so that's the last time I saw [REDACTED] and I think [REDACTED] wedding was before that.

APPLEWHITE: May I ask just a couple...

JENKINS: Oh sure.

APPLEWHITE: You're one of the people who's in this system that it's rare that has kind of worked through some of the issues that you had before and so I wanted to ask you a little bit about that.

RAY: Sure.

APPLEWHITE: When did you first start having problems as far as your interactions with children?

RAY: Well first of all let me say, the person who made the accusation was not a child. He was over 18 so I'm not a pedophile. I don't know what else you want to know.

APPLEWHITE: Okay well I understood and maybe I got it wrong, but I thought that there was some interactions with 10 and 11-year-olds that you had actually...

RAY: No.

APPLEWHITE: Agreed it happened. Is that not correct?

RAY: No, no. The young man who made the accusation against me was 20 years old at the time he made the accusation and basically it

Jim Ray Interview

was backrubs that went below the belt, but never had anything with anyone younger.

APPLEWHITE: Okay.

RAY: I would never touch a child inappropriately.

APPLEWHITE: Who was under 18?

RAY: Huh?

APPLEWHITE: So the allegations that came from people about things that happened when they were 10 or 11 years old...

RAY: Well okay, let me back up, because eight years later another person made an accusation against me and he said h was like 12 years old. The first one, when I was first called in, in 1990, Ray Gatter was the Vicar for Priest at the time, they did not have a name, [REDACTED] and I admit that and then several years later a young man from my first parish made accusations against me which I denied.

APPLEWHITE: Okay. Let's take a break.

*Jim Ray
- admits 1 = 18yr old*

*Later - young man from 1st
Parish. which Jim denies*

Jim Ray Interview

APPLEWHITE: With Father James Ray – I'm Monica Applewhite and Shawnte Jenkins on September the 11th. Can you spell your name?

JENKINS: Shawnte Jenkins. 2008

RAY: Jim Ray.

APPLEWHITE: We're going to start with contact information for family members. Do you have contact information?

JENKINS: On the travel request form.

APPLEWHITE: And [REDACTED]

RAY: [REDACTED] is my ex-sister-in-law and her address is [REDACTED] Illinois [REDACTED] her phone number is [REDACTED]

APPLEWHITE: And [REDACTED] is [REDACTED] daughter?

RAY: Yes.

APPLEWHITE: And where do they live?

RAY: They live in [REDACTED]

APPLEWHITE: Do we have contact information for them?

RAY: I don't have her address, but I do have her phone number: [REDACTED]

APPLEWHITE: What's [REDACTED] last name?

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: Could you maybe make a sheet of people I need to look up because I don't think I have their information in this book. I know I have it at home; I don't have it here.

APPLEWHITE: [REDACTED]

RAY: I don't ever see them, though.

APPLEWHITE: You never met his kids?

Jim Ray Interview

RAY: Yes.

APPLEWHITE: You need their names because you did cross stitching.

RAY: I can't think of the two boys' names. They live in Oklahoma. If you want, I have their address at home.

APPLEWHITE: [REDACTED]

RAY: [REDACTED] has two other kids you don't have down there.

APPLEWHITE: We have [REDACTED] is in Oregon.

RAY: There's also [REDACTED].

APPLEWHITE: How did I miss that? Maybe we were focusing on families that had children.

RAY: Maybe, they're both the same.

APPLEWHITE: There are a lot of people, so we're focusing on families that have children. Is that okay?

RAY: [REDACTED] – her kids are grown and gone, too. She lives by herself.

APPLEWHITE: But you visit with her pretty regularly.

RAY: We go out to a play and dinner, yes.

APPLEWHITE: its people you see regularly or families that you visit with that have children. And not to say that any of these other people if you go and visit them, obviously they would be part of travel verification, but with as many contacts as there are, we have to sort of prioritize.

RAY: ~~[REDACTED] lives with my brother~~; she's 20 years and old and [REDACTED] is 29 and lives in the area, so I see him when I go out to visit my brother [REDACTED]

APPLEWHITE: So [REDACTED] you see him.

RAY: He lives in the Oregon area.

APPLEWHITE: Do you have contact information? Well, we should know about [REDACTED] though.

Jim Ray Interview

RAY: She's got the information on my travel form. I can tell you now if you want it.

APPLEWHITE: She's got it on the travel form.

JENKINS: He's the one in –

RAY: Oregon.

APPLEWHITE: [REDACTED]

RAY: I don't see them always. [REDACTED] has three kids from her first marriage who are all adults; actually I've never met them.

APPLEWHITE: Did someone have a learning disability?

RAY: My brother [REDACTED]

APPLEWHITE: Your brother [REDACTED] that's right and [REDACTED] I remember this story now. [REDACTED]

RAY: Have no children.

APPLEWHITE: And do you see them often?

RAY: Fairly.

APPLEWHITE: Do you have contact information?

RAY: I do.

JENKINS: This is [REDACTED]

RAY: Yes. [REDACTED] Phone number [REDACTED] and their address is, they just moved to [REDACTED]

APPLEWHITE: Phone number is okay for now.

RAY: [REDACTED] on [REDACTED] it's either [REDACTED] I think it's maybe [REDACTED]

APPLEWHITE: [REDACTED] lives in [REDACTED]

RAY: And she has two boys –

APPLEWHITE: [REDACTED]

Jim Ray Interview

RAY: Correct and her address is [REDACTED] and their phone number is [REDACTED]

APPLEWHITE: I have [REDACTED] as next.

RAY: [REDACTED]

APPLEWHITE: And [REDACTED] is her husband.

RAY: Correct, and she has three children, two lives at her own house and [REDACTED] lives in an apartment in town and lives at home, he's 14, he'll be 15 next month. Their address is [REDACTED]; phone number [REDACTED]

APPLEWHITE: [REDACTED]

RAY: They have three grown children, the youngest is a junior in college. They just moved. [REDACTED]

APPLEWHITE: [REDACTED] is in Minnesota.

RAY: He has no children, but I can give you his information: I don't have his address here, but I have his phone number [REDACTED] RAY: [REDACTED] I have his business address but not his home address; he's a [REDACTED] in rural Minnesota.

APPLEWHITE: And [REDACTED]

RAY: [REDACTED] Their kids are married and out of the house.

APPLEWHITE: Who's [REDACTED] [REDACTED] in kindergarten, [REDACTED] in fifth grade?

RAY: Those are their grandchildren, but don't live with them.

APPLEWHITE: Is that maybe they were taking care of or something?

RAY: You asked about them. Once in a while I'm there to see [REDACTED] and [REDACTED] the kids stop by but I'm friends with the parents, not with the kids. I married the kids, but I'm friends with the parent. [REDACTED] address is [REDACTED]

Jim Ray Interview

APPLEWHITE: And you saw them pretty regularly, this family.

RAY: I was there for a cookout two weeks ago, so I stopped by and picked them up last week.

APPLEWHITE: You talked with [REDACTED] You've talked with her before.

RAY: You did once, because when we went away on a trip and she said, I hope she wasn't upset because I wasn't expecting the call and I was working, I thought like I brushed her off, which I didn't mean to do.

JENKINS: You have so many, no, no, I remember that name, but I couldn't remember if I read it or if I talked to her.

RAY: Her address is [REDACTED]
[REDACTED] We went to a Reba McIntyre concert on Saturday night. In the rain – it was outdoors, but we were dressed for it. Coming home, we just missed being in an accident. I think a car in front of us spun around and she went to one car and the other car, it was scary, poor guy was stuck in his car and couldn't get out – on 55th Street.

APPLEWHITE: [REDACTED]

RAY: Right. Their address is [REDACTED] I think they are divorced right now and dating. So this is the house number, I can get you [REDACTED] phone number, his cell phone number is [REDACTED] That's [REDACTED] cell phone number.

APPLEWHITE: I've got [REDACTED]

RAY: [REDACTED]

APPLEWHITE: Is married to [REDACTED]

RAY: Correct. And – [REDACTED]

APPLEWHITE: Do you have contact information for him?

RAY: [REDACTED]

APPLEWHITE: [REDACTED]

RAY: Their address is [REDACTED]
[REDACTED]

Jim Ray Interview

APPLEWHITE: [REDACTED] Actually [REDACTED] first.

RAY: [REDACTED] lives with his parents.

APPLEWHITE: And [REDACTED]

RAY: Do I have his information here or not.

APPLEWHITE: Does [REDACTED] work? What does he do?

RAY: He works as a maintenance janitor for the [REDACTED]
[REDACTED] I don't have [REDACTED] information here.

APPLEWHITE: [REDACTED]

RAY: I was supposed to have had lunch with her today but she cancelled, so I called her son and had lunch with her son.

APPLEWHITE: What was his name?

RAY: His name is [REDACTED]

JENKINS: He's the one with the [REDACTED]

APPLEWHITE: That's [REDACTED]

JENKINS: He's the one with [REDACTED]

RAY: He didn't have one today, though, it's all cleared up. [REDACTED]'s address is [REDACTED]
Do you want [REDACTED] - I know he lives on [REDACTED] I don't know the number.

APPLEWHITE: Is it [REDACTED]

RAY: With a [REDACTED] His number is [REDACTED]

APPLEWHITE: Does he live in a house?

RAY: An apartment. Lives in a Spanish neighborhood, and expensive rent, I guess. Pilson - large Hispanic population over there.

APPLEWHITE: What about [REDACTED]

Jim Ray Interview

RAY: [REDACTED] His address is [REDACTED]
His cell number is [REDACTED]

APPLEWHITE: And [REDACTED] Did we get them?

RAY: Nope. Their address is [REDACTED].

APPLEWHITE: Who was [REDACTED]

RAY: That's [REDACTED] parents.

APPLEWHITE: Are you still in touch with them?

RAY: Yes.

APPLEWHITE: What are their first names?

RAY: [REDACTED] I don't have their address here, but they live in [REDACTED] and their number is [REDACTED]

APPLEWHITE: [REDACTED]

RAY: [REDACTED] They live down in [REDACTED] I don't know the address, the street is No Return. A dirt road, they have a priest that lives there and it is the Road to No Return. I have [REDACTED] cell phone number
RAY: [REDACTED] You talked to him. So their address might be on there.

APPLEWHITE: What about [REDACTED]

RAY: He lives in Colorado. And the only time I see him is when he basically comes to visit his parents.

APPLEWHITE: Have you seen him in Colorado?

RAY: I have, but not at his house. I was there one evening, but not overnight, just –

APPLEWHITE: Do you have a –

RAY: His phone number is [REDACTED] and he lives in [REDACTED] Colorado.

APPLEWHITE: He's not living in DC right now?

Jim Ray Interview

RAY: No, he was just there for three months. When I visited him there, he was there two years ago, I think it was for a – he works at the Department of [REDACTED] and he did a three-month stint with Senator [REDACTED] office and I went out to visit him. He was just there.

APPLEWHITE: What about [REDACTED]

RAY: [REDACTED] Her address is [REDACTED]
Her phone number is [REDACTED]

APPLEWHITE: What's [REDACTED] last name.

RAY: [REDACTED]

APPLEWHITE: Christmas eve – she has a daughter?

RAY: Yes, she has five kids, but [REDACTED] lives at home. [REDACTED] will be 39 next month, or the 29th of this month.

APPLEWHITE: I thought she was 29?

RAY: I may have said that, but she will be 39 the 29th of this month.

APPLEWHITE: What about [REDACTED]

RAY: Their address is [REDACTED] Phone [REDACTED]
[REDACTED]

APPLEWHITE: Did you have a zip on that?

RAY: No, I don't know it by heart, I've got it at home, I don't have it here. I was there last Thursday.

JENKINS: How far away is that?

RAY: About 40/50 miles from [REDACTED] That far from [REDACTED] so Thursday when I picked up my sunglasses at [REDACTED] and then went to [REDACTED] for dinner. Let me just page through this and see if there is anybody that we missed. You want [REDACTED] [REDACTED]? I spent some time with [REDACTED] because she's taking me to the airport on Thursday. I don't have their address – [REDACTED] [REDACTED] They have two boys who both live in [REDACTED], Wisconsin, in their 30s and [REDACTED] lives in [REDACTED] her husband lives in Maryland because of employment. You have Shawnte's phone number, right?

Jim Ray Interview

APPLEWHITE: And you have his number?

JENKINS: I do.

RAY: Do you want the [REDACTED] like there is [REDACTED] I don't see that often; I actually see his parents every time I see [REDACTED]

APPLEWHITE: Every time you see – okay. They live by each other?

RAY: [REDACTED] and I go to the theatre five times a year, at Lincolnshire, we go to the theatre. [REDACTED] is their son, who I see him once every two or three years and he has two daughters. Their address is [REDACTED] [REDACTED] and their number is [REDACTED] And then his parents are [REDACTED] and I see them as often as I see [REDACTED] and they live in [REDACTED], I don't know the exact number, in [REDACTED] Illinois.

APPLEWHITE: That's right by you. How did you meet them?

RAY: Back in 1982, I helped with a play, when I was at seminary I taught at Carmel High School for two years and then when I was a priest, I came back and helped them do Fiddler on the Roof there and [REDACTED] and his sister [REDACTED] were in the play and I got to know the kids and through the kids I got to know the parents. But their phone number is [REDACTED]

APPLEWHITE: How often do you see them?

RAY: [REDACTED] Five times a year basically when we go to the plays. And once in a while, like [REDACTED] mother celebrated her 98th birthday this past summer so I was at her birthday party which was at [REDACTED] house. That's the last time I saw [REDACTED]

APPLEWHITE: Let me ask you some of the other things that have come up and we can also see in your daily log if there are other people that you are spending time with.

RAY: I know there's [REDACTED]

APPLEWHITE: And who's that?

RAY: We went to grammar school together. Their kids are all gone. [REDACTED] [REDACTED] and their address is [REDACTED]

Jim Ray Interview

[REDACTED] and their phone number is [REDACTED]

APPLEWHITE: Do you want to take a break before we go on?

RAY: Let's go ahead, traffic is going to be terrible going home.

APPLEWHITE: We'll get you out of here. One of the things that I didn't ask, we talked about the workout facility. Do you still go to a workout facility?

RAY: No, I haven't been going there since – I had a two-year contract and it ended last December and I didn't renew it.

APPLEWHITE: Are you going to work out anywhere?

RAY: (Actually, Jack and I have just started walking around the lake two weeks ago or a week ago or whatever.

APPLEWHITE: Are you going anywhere where you change?

RAY: Where I was going was Bally's and there's a cheaper – like Dick goes to a Mundelein has a facility where you could go work out and I said there are kids there, Bally's policy is you have to be 18 or over to be there, so I felt safe there. But I didn't renew when my contract was up last December.

APPLEWHITE: Are you getting exercise now?

RAY: I am now.

APPLEWHITE: Walking on the lake?

RAY: Walking part way around the lake.

APPLEWHITE: And who's that with?

RAY: Jack.

APPLEWHITE: Jack Keehan?

RAY: Yes.

APPLEWHITE: One of the things that I asked that we talked about was how things were different for you now than they were for you back in the 80s, and one of the things we talked about was if things, precautions

Re: Kids

Jim Ray Interview

that you take now as far as making sure that nothing goes astray and that's important to kind of know what somebody's own rules are for themselves and how they do that. As I was listening, you said that if there was somebody, if today, compared to back when, that if you held somebody on your lap now, you would try to make sure that they weren't close to you. Has there ever been a time in your recent past when you weren't able to do that?

** /*

RAY: No.

APPLEWHITE: Or when things went –

RAY:

And actually the only ones who jump on me in a sense is my god daughter and usually she's never sitting still. But she's getting older now and so that doesn't happen – it happened more when they were much younger, so when I was there last time, I went with and she was on my lap, but not near my organs or anything at all.

precautions re kids on lap

APPLEWHITE: Have any of the parents ever – Are these your things for yourself or have the parents ever wanted any kind of restrictions or any kind of limitation?

RAY: They have never approached me with that.

APPLEWHITE: Has anybody?

Parents were present? ?

RAY: But they've always been there. There was one time, I was just going back, is now 11 years old, he was maybe three or four and at that time, parents were living in also and we were at their house and had to go to the bathroom and he said, I want Jim to take me, well, no, no, we'll take you. And I wouldn't have gone anyways, but they are cognizant of what I have been through.

APPLEWHITE: And not putting you in a bad position, being supportive that way. Have any of them ever expressed that something was happening that they didn't want to happen anymore?

RAY: No.

APPLEWHITE: Did they ever ask you to tuck the kids into bed?

RAY: No. They go to bed, they come down, kiss good night and they go up and tuck them into bed. I do not tuck them into bed.

Jim Ray Interview

APPLEWHITE: Help with bathtime?

RAY: No.

APPLEWHITE: Tooth brushing?

RAY: No.

APPLEWHITE: None of that. The other thing I was wondering, is just in terms of your -- right now have had to come from you as opposed to them sort of imposing on you. You're doing your own.

RAY: As I say, I cannot change the past, I only have control over today.

APPLEWHITE: Can you tell me what you consider to be for you sort of your appropriate boundaries with kids today, like what you consider to be appropriate affection today.

RAY: Basically when I encounter the kids, the kids give me a hug; sometimes they will come sit next to me on the couch, but other than [REDACTED] nobody really climbs on top of me anymore at all. If I go to [REDACTED] their youngest daughter, I think, in first grade now and their son is in fifth grade and they'll come and sit next to me and watch TV, but not on my lap.

who on the couch

APPLEWHITE: What are the scenarios that come up, I live in a house where there are kids and kids run all the time, I'm picturing all this chaos, it's the way that it is and I'm just wondering are there times when you had to be by yourself lately, like if I call these people and I say has he been alone with your children, what are they going to tell me. I would like to know ahead of time what we're going to hear.

RAY: Like I say, I do not go to anyone's house and I call and let them know I'm coming first and I have not been alone with these children for the past 17, 18 years.

APPLEWHITE: How about taking them in the car or going somewhere, to get something to eat or an ice cream?

RAY: I'm trying to think. Alone with the kids, no, yeah, I've been in the car with --, but they have a van and we've gone out together for a bite to eat or something, and I've sat in the front seat and the kids are all in the back.

APPLEWHITE: With the parents?

Jim Ray Interview

RAY: [REDACTED] driving and you're there. I have not been alone in a car with a child.

APPLEWHITE: Not to take kids and get something to eat. When we talk with them and especially big families, we like to let them know that you're engaging in this voluntarily and that's a good thing, but then we ask these questions.

RAY: And the couple of families that I have dinner with or see in the past week, you maybe give them a call so it's not out of the blue.

APPLEWHITE: Would you like to have any time to let anybody else know that we'll be calling or is there anybody in particular that you want to make sure you tell them first because they're a nervous person or, you know what I mean. We want this to be comfortable for them too and we want them to be able to be part of a supportive community, and so we would rather not make it sort of like the Gestapo, its better if you let them know, "look, I've decided I want to go down this path, they may be calling."

RAY: I'll tell you what, I leave Thursday for Milan. So I'm leaving basically at noon to go to the airport, 1:00 to the airport, so I'll call before noon on Thursday, how's that.

APPLEWHITE: I know we went over the Italy situation, but are you staying in a place where there are children?

RAY: My nephew is 19 years old and I'm staying at my brother's apartment and my sister works inside the apartment.

APPLEWHITE: Are you ever alone with the 19 year old?

RAY: No.

APPLEWHITE: Probably on your protocol, it's going to be at least 22 as to not be alone with, so if we can kind of start living that way now, it would be better.

RAY: And they'll understand.

APPLEWHITE: That's the other piece of it. What do they know about what's happened so far?

RAY: Like when I was first removed, my brother was still living in Italy and he called me at the hospital where they put us, they put us at Mercy Hospital, when we were first removed 19, 18, 17 years ago.

Jim Ray Interview

APPLEWHITE: In a hospital?

RAY: We were there for a couple of weeks and then the hospital had an apartment building. In fact, my brother, although I didn't use a name, my brother [REDACTED] is the only one I told about this accusation. My sister [REDACTED] knows the family.

APPLEWHITE: Does she still?

RAY: Well, they moved [REDACTED] at least the parents have, but she's not in contact with them anymore that I'm aware of.

APPLEWHITE: Do you still have contact with any of the people who made allegations?

RAY: No. There was one time, [REDACTED] who made the first accusation against me, this was about three or four years ago, called the ~~retreat house~~ and at that time, Tony Telerico was at the retreat house there, the administrator, what have you, and the way [REDACTED] could be, he just insisted, insisted, and insisted so finally Tony gave him the number for our number upstairs and he called and left about ten messages. You'd be surprised to hear, I'd like to talk to you and he left his phone number. At that time, Ray Vetter was staying with us. And so I took his number down, I gave it to Ray, I said you maybe you want to call them. He took it and gave to the victim's assistance people. And I never heard anything after that. I've never had any contact with [REDACTED] family or with [REDACTED] and his family.

APPLEWHITE: Anyone else that there's been any incident or allegation with, are you still in touch with any of them?

RAY: No.

JENKINS: I just wanted to, we were talking about internal mechanisms that you do now. In the last interview, you were talking about in the past you had an issue with liking to watch - could you talk a little bit about now how you can manage that? How you do manage that?

RAY: I tell myself, don't watch. Every once in a while I'll be sitting somewhere and I'll notice myself staring at crotch and I'll say, cut that out. But I say it doesn't happen very often any more, but every once in a while it still happens, [REDACTED]

Jim Ray Interview

*Beat
myself up.*

[REDACTED] As I say, sometimes, I'll sit and beat myself up and I say, cut it out, I can't change the past, I can only live well today.

JENKINS:

Have you noticed the times or the places you are where you find yourself doing that and you have to redirect yourself? Is there a place that is more?

RAY:

No. I'm not a bar person and I go out for dinners, but at my friends' houses, usually at my friends' houses we're too busy for me to do that so to speak, but every once in a while, it doesn't happen regularly, just like, dummy, cut it out.

APPLEWHITE:

Anything else that we need to know?

RAY:

I don't know, ask me?

APPLEWHITE:

Sometimes somebody will be interviewed and then they'll think, what I think I didn't tell that right, is there anything like that that you want to clarify that you thought about afterwards?

RAY:

You offered me the transcription, maybe if you want to give me a copy of that. It will be good to see what I said. Do you want me to fax these to you?

JENKINS:

You can call me.

RAY:

Are you going to be at the house on Thursday?

JENKINS:

Yes.

RAY:

Because I'm leaving until like 1:00 on Thursday, so I'll give them to you then.

From: Leah McCluskey
To: Jenkins, Shawnte
Date: 10/14/2008 3:42:06 PM
Subject: Re: Jim Ray preliminary concerns

Hi Shawnte,

Just for clarification on your memo, are [REDACTED] the "Two boys under the age of 18, that were sophomores and juniors in high school..." or are these two additional boys?

Thank you.

Leah

>>> Shawnte Jenkins 10/14/2008 12:16 PM >>>

From: Leah McCluskey
To: Jenkins, Shawnte
Date: 10/15/2008 4:30:21 PM
Subject: Fwd: Re: Jim Ray preliminary concerns

Shawnte,

Thank you so much for the information.

Leah

>>> Shawnte Jenkins 10/15/2008 4:24 PM >>>

Leah,

I'm sorry I got your email while I was out of the office and forgot to respond this morning. From my understanding [REDACTED] are different from the two boys under 18. [REDACTED]. I hadn't considered that [REDACTED] would be in different grades, so didn't think to get clarification but I can see how it maybe confusing. I will clarify with [REDACTED] and let you know. Thanks for the observation.

Shawnte

>>> Leah McCluskey 10/15/2008 3:51 PM >>>

Hi Shawnte,

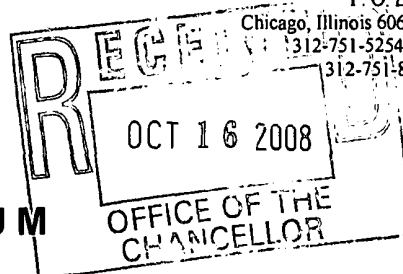
I just wanted to make sure that you had received my e-mail with my request for clarification on the Jim Ray matters that you shared yesterday. Once I have your clarifications, I will be able to open the appropriate files and circulate the notices to the appropriate offices.

Thank you.

Leah

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



FILE COPY

P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SGR*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
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MEMORANDUM

FILE COPY

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Rev. Vincent Costello, Vicar for Priests
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Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding
[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

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To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN) [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Rec: James Serritella

AOC 019392

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

FILE COPY

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: [PFR-36] RAY, REV. JAMES (WITHDRAWN)/ [REDACTED]

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/ [REDACTED]

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019393

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

FILE COPY

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
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Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #2**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE # 2**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019394

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

FILE COPY

MEMORANDUM

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019395

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

FILE COPY

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4**

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding **[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019396

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-751-5254, general
312-751-8307, fax

MEMORANDUM

FILE COPY

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Santa Garcia, Secretary *SG*
Office for Child Abuse Investigations and Review

Date: October 16, 2008

Re: [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding
[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205.
Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

AOC 019397

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

D E C R E E

In the name of God. Amen.

Mindful of the fact that the **Reverend James M. Ray** is a priest ordained for the Archdiocese of Chicago in 1975 and remains incardinated in this Archdiocese;

heedful that there have been complaints of his violation of the 6th commandment of the Decalogue with minors, which both a pre-Review Board administrative process and the Review Board of the Archdiocese of Chicago advised the Ordinary were credible, and which advice was accepted by the Ordinary;

attentive to Norm 8 of the Essential Norms that legislated what “when even a single act of sexual abuse of a minor by a priest or deacon is admitted or is established after an appropriate process in accordance with canon law, the offending priest will be removed permanently from ecclesiastical ministry;”

attentive to the fact that I was recently made aware that in a risk assessment evaluation concluded on October 8, 2008 **Father Ray** was found to be a risk for sexual and violent recidivism, as well as for general criminal recidivism;

aware that in accord with the norm of canons 281§2, 538§3, and 1350§1, **Father Ray**’s suitable support must be provided for; and

recalling that in accord with the norm of canon 273, **Father Ray** is bound by a special obligation to show reverence and obedience to his Ordinary;

therefore, I, Francis Cardinal George, hereby

decree

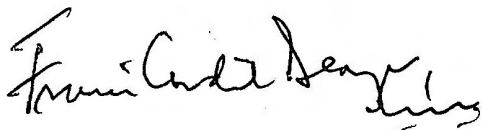
That **Reverend James M. Ray** is to reside at [REDACTED], effective today; and that he is to move to the aforementioned [REDACTED] immediately. He is assigned to this facility for the purposes of [REDACTED] as well as to prevent access to minors and vulnerable adult victims.

This assignment is made for a period of six months, after which the progress of [REDACTED] will be reported to me for further action.

Should **Father Ray** fail to comply with this decree, I will apply canonical penalties, not excluding, if warranted, a formal request to the Holy Father that **Father Ray** be dismissed from the clerical state *pro bono Ecclesiae*.

This decree shall be made known to **Father Ray** and his advocate at the earliest possible moment. They shall also be informed of their right to appeal this to the **Congregation for the Doctrine of the Faith** within the time limits prescribed by law.

Given in Chicago, Illinois on November 13, 2008. All things to the contrary notwithstanding.



Francis Cardinal George, O.M.I.
Archbishop of Chicago



Reverend Patrick R. Lagges
Ecclesiastical Notary



ARCHDIOCESE OF CHICAGO
Vicar for Priests Office
645 N. Michigan Avenue, Ste. 543
CHICAGO, ILLINOIS 60611
(312) 642-1837
(312) 642-4933 (Fax)

FAX COVER SHEET

TO: Fr Michael Joyce, CM

DATE: 11/14/2008 3:43 PM

FAX: 901-373-1269

RE: Jim Ray's decree and protocol

FROM: Ed Grace

FAX: 312 642-4933

NUMBER OF PAGES INCLUDING COVER SHEET: 8

MESSAGE:

ARCHDIOCESE OF CHICAGO

Vicar for Priests



645 N. Michigan Ave.
Suite 543
Chicago, Illinois 60611

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

MEMORANDUM

To: File
From: Ed Grace
Re: Jim Ray
Date: November 14, 2008

Today Shawnte Jenkins and I met with Jim Ray at Cardinal Stritch Retreat House. We presented Jim with a Decree signed by Cardinal George assigning Jim to reside [REDACTED]. I stressed that this was an assignment [REDACTED] and not an exile. Ms Jenkins also stressed that the decisions makers in this matter understood Jim to be cooperative and were willing to give him an opportunity [REDACTED] and the possibility of continuing to live as a priest removed from ministry rather than seeking laicization.

I informed Jim of his right to appeal and have left a message with Fr. Joyce, CM, Jim's canonical advocate. I told Fr. Joyce of the Decree and asked him to contact me so that I can arrange to provide him a copy of the decree and also of the protocols [REDACTED].

Jim asked some questions about the consequences of a failure to comply. I suggested that Jim, think over his options carefully and consult with family and his advocate before any decision. I encouraged Jim to at least [REDACTED].

After discussing the decree, Shawnte went over the specific protocol for Jim [REDACTED]. These had been signed by the Cardinal.

Finally, we discussed the time line for a move [REDACTED]. We informed Jim that we were thinking in terms of him moving next Wednesday, November 19th.

I will fax a copy of the Decree and protocol to Fr. Joyce

A handwritten signature in black ink, appearing to read "Ed Grace".

INDIVIDUAL SPECIFIC PROTOCOLS: JAMES RAY

Implementation Date

November 17, 2008

Date of Review

December 1, 2008

HISTORY OF ASSIGNMENTS

Date of Birth: [REDACTED]

Ordained: May 14, 1975

May, 1975 – St. Anastasia, Waukegan

June, 1982 – St. Peter Damian, Bartlett

June, 1989 – Transfiguration, Wauconda

July, 1999 – Assistant Liaison for Health Care, Catholic Charities

July 22, 2005 removed from ministry.

HISTORY OF ABUSE ALLEGATIONS: SUBSTANTIATED AND NON-SUBSTANTIATED.

Allegation 1. In 1991, a 28-year – old man come forward and reported an incident that occurred when he was about 11 years old [REDACTED]

Allegation 2. In 1999, a 33 year old man came forward to the Archdiocese and reported that Jim Ray, [REDACTED] sexual abused him from the time he was approximately 10 years old until he was about 16 years old [REDACTED]

CURRENT CANONICAL STATUS.

On July 31, 2005 the case of James Ray was referred to the Congregation for the Doctrine of the Faith. After reviewing the materials, Cardinal Ratzinger, then Cardinal Prefect of the Congregation of the Doctrine of the Faith, now His Holiness Pope Benedict XVI, on July 15, 2004, granted His Eminence, Francis Cardinal George permission to impose a penal precept on James Ray for a determinate period of time. The letter provided for the possibility that at the end of the determinate period, a new precept may be issued. The Congregation specifically voiced concern because, "the facts of the case, given the young age of the victims, are indeed grave."

In accordance, then, with the directives of the Congregation for the Doctrine of the Faith and in consultation with James Ray's canonical advocate, His Eminence, Francis Cardinal George on July 22, 2005, issued a decree which established that Cardinal George was morally certain that James Ray engaged in sexual activity with a minor during the years 1976 through 1982 and that he also engaged in sexual activity with an adult male in 1993. Therefore, Cardinal George removed James Ray's faculties for a period of three years and dispensed with his obligation to wear ecclesiastical garb for the period of the decree.

On November 13, 2008 Cardinal Francis George issued a decree assigning James Ray to reside [REDACTED]. James Ray has refused to go [REDACTED] and has asked to be laicized.

CURRENT LIVING ARRANGEMENT AND INVOLVEMENT WITH MINORS.

James Ray is currently living in the Cardinal Stritch Retreat House with 8 other members of the Archdiocesan priesthood who have been removed from ministry due to sexual misconduct, mostly with minors. During the past ten years, James Ray has continued to maintain relationships with a number of families he met through ministry, including families with minor children, both boys and girls. James Ray also maintains close ties to his own family members, who are numerous. He knows the children well, is able to recall their names and is able to describe their interests and activities. Calls to family members and friends demonstrated that James Ray has not shared his full history with others and has led most people to believe that he was removed from ministry because of a sexual relationship he had with an adult male. Serious concerns about current risk have led the Archdiocese [REDACTED]

[REDACTED]

On November 13, 2008 Cardinal Francis George issued a decree assigning James Ray to reside [REDACTED]

James Ray has refused to go [REDACTED] and has asked to be laicized.

Individual Specific Protocols

James Ray will reside at the Cardinal Stritch Retreat House until the laicization process is completed.

RISK MANAGEMENT STRATEGIES

STATEMENT OF PROBLEM 1: SEXUAL OFFENSES AGAINST MINORS WHILE IN MINISTRY

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
<p>Even with a prudent companion, James Ray is not permitted to spend time with families who have minor children. This includes time in their homes, his family home or in public places. James Ray is prohibited at all times from spending social time with anyone under the age of 22. <u>He is not permitted to leave the grounds of his residence at the Cardinal Stritch Retreat House in Mundelein, IL to visit with families or to meet families at any location. He is permitted to leave the residence with a chaperone approved by Compliance Supervisor.</u></p> <p>James Ray is prohibited at all times from being alone with anyone under the age of 25.</p>	<p>Verification with Community Support Network.</p> <p>Oversight by Compliance Supervisor.</p> <p>Unannounced verification (telephone, in-person visits, GPS) of daily logs.</p>	

*Log this incident
Trips to
Diary show
- His diary
etc.*

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
<p>James Ray is required to log out his whereabouts on the "Clergy Daily Log Sheet" daily and submit it to his Compliance Supervisor prior to leaving the residence at the Cardinal Stritch Retreat House.</p>	<p>Verification by Compliance Supervisor.</p>	
<p>James Ray is required to complete the "Request for Travel" and receive approval in accordance with its timelines and procedures, prior to any trips or overnight stays away from the residence.</p>	<p>Verification by Compliance Supervisor.</p>	
<p>James Ray is required to return to his residence no later than 9:00 pm, unless previously approved by his Compliance</p>	<p>Verification by Compliance Supervisor and site monitor.</p>	

Individual Specific Protocols

7
This
is
to
be
done

Supervisor.		
James Ray is required to allow his Compliance Supervisor access to his residence in Boyne Michigan for the purposes of verification.	Verification by Compliance Supervisor and site monitor.	
James Ray is prohibited from exercising priestly ministry in all forms, including, but not limited to public celebration of Mass, wearing the Roman Collar or other symbols of ministry, wearing clerical garb (or any garb that denotes priesthood or ministry), and introducing or calling himself "Father" or "Reverend".	Verification with Community Support Network. Oversight by Compliance Supervisor. Unannounced verification (telephone, visits) of daily logs.	
James Ray will provide to his Compliance Supervisor a listing of the close friends and relatives who support him, including contact information, for the purpose of verifying his adherence to the protocols and ensuring his ongoing support and accountability (to be submitted within 5 business days of implementation of protocol).	Completion of Community Support Network form	
James Ray is prohibited from attending public mass outside of the Cardinal Stritch Retreat Center.	Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.	

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from communicating or contacting by telephone, email, birthday card, text or letter with anyone under the age of 25.	Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.	

Individual Specific Protocols

Once established, James Ray will spend one evening each week at the Cardinal Stritch Retreat House, participating in an evening meal, faith sharing and group meeting.	Verification by Retreat House Director.	
	Verification by Compliance Supervisor.	
James Ray is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by laypersons.	Verification with support network. Unannounced verification of daily logs.	
In the event that a minor initiates contact with James Ray, he is required to remove himself from the situation immediately and inform his employer and Compliance Supervisor.	Verification by Compliance Supervisor.	

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from working or volunteering with any organization that provides services to persons under the age of 25. This includes any form of work in schools, parishes or rectories.	Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.	
James Ray is prohibited from any form of work or volunteerism or visiting of vulnerable adults that is not approved by Compliance Supervisor.	Verification with support network. Unannounced verification of daily logs.	
James Ray is encouraged to continue to work with his medical doctor to manage his diabetes.	Discussion with Compliance Supervisor.	
James Ray is prohibited from viewing, downloading or otherwise possessing pornography or sexually explicit materials of	Verification by Archdiocesan or contracted Information	

Individual Specific Protocols

<p>any kind. Computer is subject to confiscation for verification purposes.</p>	<p><i>Technology Personnel and Compliance Supervisor.</i></p>	
<p>Online chat, social networking involvement, and other internet relationships, as well as sites visited are subject to review by his Compliance Supervisor (with designated Information Technology Personnel) for the first six months of the program. The need for ongoing review will be evaluated following this period of time.</p>	<p><i>Verification by Archdiocesan or contracted Information Technology Personnel and Compliance Supervisor.</i></p>	

<p>RISK REDUCTION STRATEGY</p>	<p>METHOD OF VERIFICATION</p>	<p>COMMENTS</p>
<p>James Ray is prohibited from visiting "Child-Oriented Destinations*"</p>	<p><i>Verification with Community Support Network.</i></p> <p><i>Oversight by Compliance Supervisor.</i></p> <p><i>Unannounced verification (telephone, in-person visits, GPS) of daily logs.</i></p>	

Individual Specific Protocols

CONSEQUENCES FOR NON-COMPLIANCE WITH THE PROTOCOLS.

- Canonical action, up to and including involuntary removal from the priesthood.

SIGNATURES.

Signed: Francis George Date: Nov 19, 2008

Printed Name: FRANCIS GEORGE

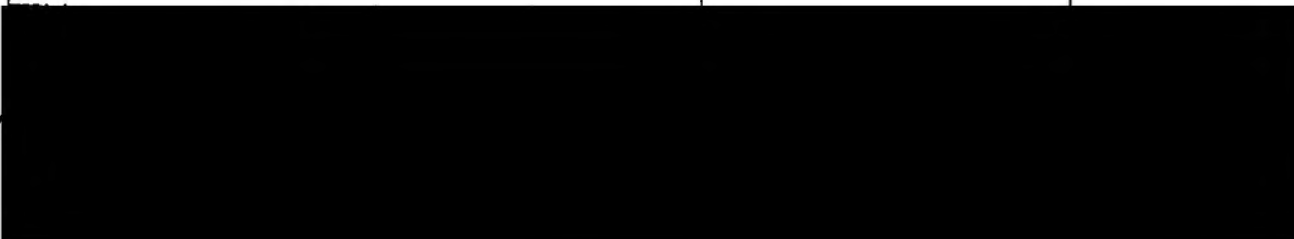
Signature of Vicar for Priest: _____ Date: _____

Signature of Ecclesiastic Notary: Paul M... Date: 11/21/08

Signature of Cardinal: _____ Date: _____

Individual Specific Protocols

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is to abide by the rules of conduct established by [REDACTED]	Verification by Compliance Supervisor each month.	



CONSEQUENCES FOR NON-COMPLIANCE WITH THE PROTOCOLS.

Depending on the gravity of the instance of non-compliance, any of the following consequences may apply:

- Immediate voluntary polygraph to determine whether abuse may have occurred.
- Canonical action, up to and including involuntary removal from the priesthood.

SIGNATURES.

Signed: _____ Date: _____

Printed Name: _____

Signature of Vicar for Priest: Rev. Edward N. Grou Date: Nov. 14, 2008

Signature of Ecclesiastic Notary: [Signature] Date: 12/11/08

Signature of Cardinal: Francis Cardinal Berg Date: 12/11/08

Individual Specific Protocols

Victim Statement Abstract

This abstract supplements the Individual Specific Protocols for Fr. James Ray, which provides a history of Ray's assignments, allegations of abuse, and summarizes the restrictions and requirements of Ray's monitoring program. Regarding allegations of abuse, Ray's ISP details Victim JT's report of a single incident of alleged abuse that occurred at the St. Anastasia rectory in approximately 1974 or 1975. The ISP also details Victim JS's reported abuse, which allegedly 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.

3

From: Patrick Lagges
To: egrace@archchicago.org
Date: 11/19/2008 6:17 PM
Subject: RE: JRay Laicization

The case has to be assembled first. It won't go over right away. Cases are usually 100 to 200 pages taken from all the files we have on him.

Mobile email powered by Nokia Intellisync

----- Original Message -----

From: "Edward Grace" <egrace@archchicago.org>
Date: 11/19/08 5:03 pm
To: "Jan Slattery" <jslattery@archchicago.org>
Cc: "Patrick Lagges" <plagges@archchicago.org>
Subj: Re: JRay Laicization
Jan,

2

Pat Lagges would ordinarily be the one to send the letter to Rome with all the other appropriate paper work. I do not know if Pat has even received the letter from Ray. I have copied Pat on this email for his information. I should have me cell phone most of the day tomorrow if you wish to get in touch with me

Ed

1

>>> Jan Slattery 11/19/2008 4:41 PM >>>
Ed,

Jim Ray faxed a copy of his letter to the Holy Father to Shawnte. Do you know if he actually sent the letter to Rome?

Jan

Jan Slattery
Director Office for the Protection of Children and Youth
Archdiocese of Chicago
312-751-5319

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

I Jan Slattery's question

2 My Response to Jan

3 Pat Lagges' Response 2 My CC

ARCHDIOCESE OF CHICAGO

Vicar for Priests



645 N. Michigan Ave.
Suite 543
Chicago, Illinois 60611

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

MEMORANDUM

To: Pat Lagges
From: Ed Grace
Re: Jim Ray
Date: November 24, 2008

COPY

Pat,

Enclosed please find the original of Jim Ray's (undated) letter to the Holy Father requesting laicization. Jim gave me this letter Friday, November 21, 2008 at the Cardinal Stritch Retreat House. At that time Jim informed me that this is the original letter he signed himself.

Ed Grace

Victim Statement Abstract

This abstract replaces a memorandum to file from Shawnte Jenkins, Compliance Supervisor for the Archdiocese of Chicago's Office for Protection of Children and Youth, dated November 26, 2008, summarizing her conversation with a relative of Fr. James Ray. The relative expressed frustration with the Archdiocese for forcing Ray to leave the priesthood. Jenkins explained to Ray's relative that Ray had requested to leave and was not being forced to leave by the Archdiocese. Ray's relative then stated that she was aware of several individuals who were negatively impacted by their relationship with Ray when they were minors. The relative did not provide any additional details concerning the nature or time frame of the abuse. Jenkins provided the relative with information concerning the Archdiocese of Chicago's Office of Assistance Ministry and the services they offer. Jenkins also offered to speak with the relative again in the future as needed.

From: Leah McCluskey
To: Jenkins, Shawnte
Date: 12/10/2008 2:57 PM
Subject: Re: Jim Ray
Attachments: Leah McCluskey.vcf

Shawnte,

This is a huge help. Thank you.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 900
Chicago, Illinois 60611
Office: [312] 751-5205
Fax: [312] 751-5279
lmclluskey@archchicago.org

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>>> Shawnte Jenkins 12/10/2008 2:25 PM >>>
Leah,

In my initial conversation with [REDACTED] she did not specifically give a number, all that she was willing to say was that [REDACTED] are currently in their 30's and 40's. I assumed this to mean more than one because she referred to [REDACTED] in plural form. During this conversation [REDACTED] It was clear that she did not feel comfortable revealing too much information at that time. She did not specifically say what Jim Ray did to mess up their lives. She did say that as a result of Jim [REDACTED] have struggled [REDACTED] for years. I have since had a subsequent conversation with [REDACTED] in which she spoke more freely. With regards to [REDACTED] she clarified that there are [REDACTED] who she suspects may have been abused by Jim Ray. She stated that Jim was [REDACTED] for a number of years when they were young children and there are rumors [REDACTED] that Jim abused them [REDACTED]. Hope this helps.

Shawnte

>>> Leah McCluskey 12/10/2008 1:55 PM >>>
Hi Shawnte,

Thank you for your Memorandum dated November 26, 2008 with regard to Rev. Jim Ray. For clarification purposes, could you please tell me the number of [REDACTED] talked to you about and if she specifically defined what Fr. Ray did to caused [REDACTED]

Thank you.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 900
Chicago, Illinois 60611
Office: [312] 751-5205
Fax: [312] 751-5279

From: Leah McCluskey
To: Garcia, Santa
Date: 12/10/2008 4:17 PM
Subject: New allegations
Attachments: Leah McCluskey.vcf

Santa,

Please open two new files:

Ray, Rev. James [Withdrawn]/Unidentified male #5
Ray, Rev. James [Withdrawn]/Unidentified male #6

Shawnte shared written information with me today that she has been made aware that two [REDACTED] were allegedly sexually abused by him when [REDACTED] were minors.

Thank you.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 900
Chicago, Illinois 60611
Office: [312] 751-5205
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ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskey 
Director, Office for Child Abuse Investigations and Review

Re: **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #6**

Date: December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding **[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #6**.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

Cc: John O'Malley, Attorney

AOC 019416

ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

To: Very Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Carol Fowler, Personnel Services
Rev. Edward D. Grace, Vicar for Priests
Matt Hunnicutt, Assistance Ministry
Jimmy Lago, Chancellor
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskey 
Director, Office for Child Abuse Investigations and Review

Re: [PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED
MALE #5

Date: December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding [PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

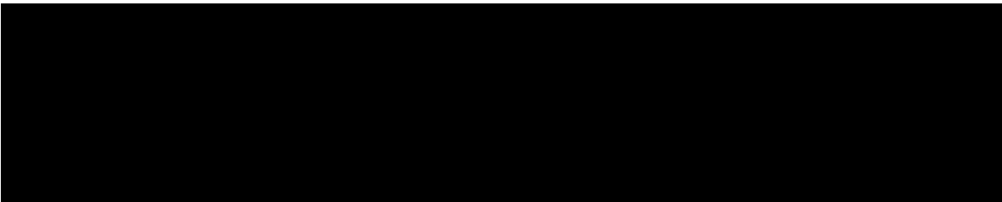
Cc: John O'Malley, Attorney

AOC 019417

From: <PRear@aol.com>
To: <egrace@archchicago.org>
Date: 1/23/2009 9:03 AM
Subject: Re: James Ray

Dear Ed,

Thanks for the note on Jim Ray. I have spoken with him and asked him to give these matters some thought also. But we have been unable to meet and probably won't do so until late next week. I don't yet know of Jim's special circumstances and therefore cannot yet discuss how to address them. But it seems from your email that you are on the right track at this point.



Best wishes

Pat R

*****From Wall Street to Main Street and everywhere in between, stay up-to-date with the latest news. (<http://aol.com?ncid=emlcntaolcom00000023>)

From: Edward Grace
To: Jenkins, Shawnte
CC: Slattery, Jan; Welter, Daniel
Date: 1/30/2009 1:51 PM
Subject: Jim Ray

Greetings Shawnte,

Following up on yours of this morning:

I have just spoken with Jim Ray and he confirmed that he had not left me any messages.

I have spoken with Jim's attorney and confirmed that they will be meeting next Tuesday to discuss the proposal I sent last week.

I also informed Jim that Dan Welter is working on the laicization package to be sent to Rome. In fact, I'm expecting Dan to be at my office this P.M. to go over the Jim Ray file.

Have a good week end If I don't see you.

Ed

From: Edward Grace
To: Jenkins, Shawnte
CC: Slattery, Jan; Welter, Daniel
Date: 1/30/2009 11:45 AM
Subject: Re: Jim Ray

Hello Shawnte,

I'm not surprised that Jim is anxious to leave.

I have not received any messages from him, but I will attempt to reach him this p.m.

January 21st I sent a proposal to Jim's attorney. He acknowledged receipt and indicated that he would speak with Jim and get back to me. He has not yet done so.

Ed

>>> Shawnte Jenkins 1/30/2009 11:29 AM >>>
Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins
Compliance Supervisor
737 N. Michigan Suite 900
Chicago, IL 60611
Office (312) 534- 2595
Fax (312) 751- 8307

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From: Shawnte Jenkins
To: Edward Grace
CC: Jan Slattery
Date: 1/30/2009 11:29 AM
Subject: Jim Ray

Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins
Compliance Supervisor
737 N. Michigan Suite 900
Chicago, IL 60611
Office (312) 534- 2595
Fax (312) 751- 8307

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ARCHDIOCESE OF CHICAGO

RECEIVED

MAR 23 2009

ARCHDIOCESE OF CHICAGO
OFFICE FOR CHILD ABUSE
INVESTIGATIONS AND REVIEW
Post Office Box 1979
Chicago, Illinois 60690-1979

(312) 534-5379
Fax: (312) 534-5252

Office of Legal Services

John C. O'Malley
Director
jomalley@archchicago.org



PFR-36

March 20, 2009

PERSONAL AND CONFIDENTIAL

Ms. Shauna Boliker
Assistant State's Attorney
State's Attorney of Cook County
2650 South California, Room 11D10
Chicago, Illinois 60608


RE: Unidentified Males #5 and #6
Our File #09 SC 027 and 09 SC 028
Date of Birth: Unknown
Date of Incident: Unknown
Location of Incident: Unknown

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse Investigations and Review has received an allegation from [redacted] that [redacted] who are currently in their 30s and 40s, (Unidentified Males #5 and #6) were sexually abused as minors by Fr. James Ray. Fr. Ray is withdrawn from ministry.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,


John C. O'Malley
Director of Legal Services

JCOM:dd

cc: Ms. Leah McCluskey ✓
Mr. James A. Serritella
Ms. Dixie Peterson, DCFS Counsel

SCDir\09SC027&09SC028\SA Notification Re Unidentified Male #5 and #6



ARCHDIOCESE OF CHICAGO
Vicar for Priests Office
645 N. Michigan Avenue, Ste. 543
CHICAGO, ILLINOIS 60611
(312) 642-1837
(312) 642-4933 (Fax)

FAX COVER SHEET

TO: Alex Becker
DATE: 3/27/2009 12:22 PM
FAX: 1-708-449-8148
RE: Jim Ray's Pension

FROM: Ed Grace
FAX: 312 642-4933

NUMBER OF PAGES INCLUDING COVER SHEET: ~~2~~ 2

MESSAGE: Alex, with this cover sheet I am sending Page ⁵ 4 of the exit agreement signed by Jim Ray on March 2, 2009.

Ed

*Note it was Page 5 of the
Exit agreement - EG*

**ARCHDIOCESE OF CHICAGO
PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP**

POSTED

ARCHDIOCESE PRIESTS

Ray, James [REDACTED] 201323
 Last Name, First, Middle Initial Social Security Number Employee Number

Active F/T Active P/T _____ Active P/T Benefits _____ Position _____

Ordination Date 1975 Transfer to P.C. _____ Date Transfer from Agency/Parish/School# _____

Dept. Name _____ No. _____ Agency _____ No. _____

Pay through payroll		Effective Date: _____
Regular Salary	\$ _____	
(Compensation Book)		Non-Payroll Compensation
Other: Type		Type
_____	\$ _____	_____ \$ _____
_____	\$ _____	_____ \$ _____
_____	\$ _____	_____ \$ <u>1,259</u>
_____	\$ _____	_____ \$ _____
Total through Payroll	\$ _____	Total Non-Payroll \$ _____

Comments _____

Birth Date _____ EEOC: OM _____ PR _____ OC _____ SW _____ SL _____ ADM _____ Other _____ Veteran _____

Home Phone _____ Work Phone _____ Handicap: Yes _____ No _____

Mailing Address _____

Street, City, State, Zip Code _____

Dental Insurance: Yes _____ No _____ Name of Dental Plan _____

Payroll Direct Deposit: Yes _____ No _____ Forms attached: Yes _____ No _____ Federal/State Taxes: Yes _____ No _____ Forms attached: Yes _____ No _____

Defined Contribution Plan (AETNA) Yes _____ No _____ Amount per year \$ _____

TRANSFERS – EFFECTIVE DATE March 2, 2009

Transfer From _____ To _____
 Name Parish #, School #, or Agency # Personnel Services – Interim Salary #

Transfer From 10152 10411 To _____
 Personnel Services – Interim Salary # Name Parish #, School #, or Agency #

Transfer From _____ To Resignation from Priesthood
 Location Location

Termination/Resignation/Date _____ Reason _____

Agency Director/Date [Signature] Department Director/Date [Signature] Director, Human Resources/Date _____
 Chancellor/Date [Signature] Director, Personnel Services/Date 4-3-09

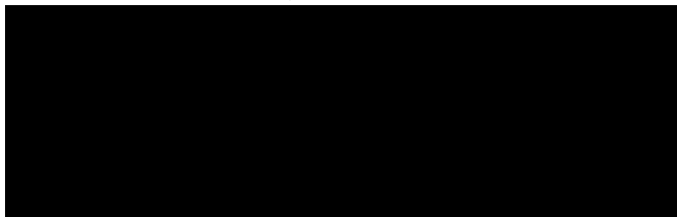
VICAR FOR PRIESTS OFFICE

MEMO

To: Office of the Chancellor
From: Vicars for Priests Office
Re: Resigned Priest: *James Ray*
Date: *4/16/09*

This packet contains the following information concerning:

Name of priest:	<u><i>James Ray</i></u>
Letter of resignation	<u><i>rd</i></u>
Cardinal or VP's letter of acceptance	<u><i>NO</i></u>
Resignation of pastorate, if applicable	<u><i>ONA</i></u>
Copy of request for laicization	<u><i>rd</i></u>
Exit Agreement	<u><i>rd</i></u>



w e *rd*

MEMO

To: Alex Becker
Don Turlek
From: Sister Pat Cummings
Re: Resigned Priest
Date: April 17, 2009

This is to inform you that James Ray has left the active ministry.



The Exit agreement was signed March 2, 2009.

Auto insurance will be in effect until September 2, 2009.

Health insurance will in effect until ^{Mar}~~April~~ 1, 2010.


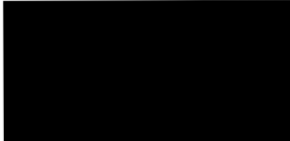
I will inform you prior to the expiration date.

VICAR FOR PRIESTS OFFICE

MEMO

To: Office of the Chancellor
From: Vicars for Priests Office
Re: Resigned Priest:
Date: April 17, 2009

This packet contains the following information concerning:

<u>Name of priest:</u>	<i>James Ray</i>
Letter of resignation	<u>X</u>
Cardinal or VP's letter of acceptance	<u>No</u>
Resignation of pastorate, if applicable	<u>DNA</u>
Copy of request for laicization	<u>X</u>
Exit Agreement	<u>X</u>
	<u>X</u>
	<u>X</u>
	<u>DNA</u>

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office




P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

FILE COPY

To: Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Colleen Dolan, Communications and Public Relations
Carol Fowler, Personnel Services
Matt Hunnicutt, Office of Assistance Ministry
✓ Jimmy Lago, Chancellor
John O'Malley, Legal Services
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

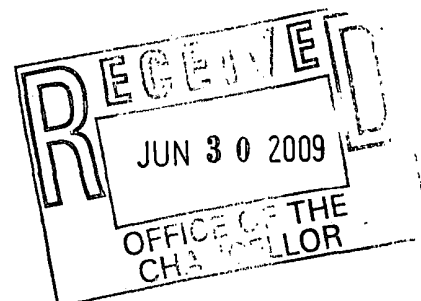
From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: Ray, Rev. James (Resigned)/Unidentified Male #5

Date: June 25, 2009

On December 10, 2008 that Rev. James Ray's [REDACTED] reported to Ms. Shawnte Jenkins that Fr. Ray sexually abused two [REDACTED] when they were minors and Fr. Ray was [REDACTED] reported that [REDACTED] are currently in their 30s and 40s.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] the referenced [REDACTED] and/or anyone on the [REDACTED] behalf, this matter is considered to be inactive at this time.



AOC 019428

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

To: Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Colleen Dolan, Communications and Public Relations
Carol Fowler, Personnel Services
Matt Hunnicutt, Office of Assistance Ministry
Jimmy Lago, Chancellor
John O'Malley, Legal Services
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskey, Office for Child Abuse Investigations and Review

Re: Ray, Rev. James (Resigned) [REDACTED]

Date: June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported [REDACTED] that he had "snuggled in bed" with [REDACTED] when [REDACTED] was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] and/or anyone on his behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley
Office of Legal Services

AOC 019429

ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

To: Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Colleen Dolan, Communications and Public Relations
Carol Fowler, Personnel Services
Matt Hunnicutt, Office of Assistance Ministry
Jimmy Lago, Chancellor
John O'Malley, Legal Services
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: Ray, Rev. James (Resigned)/ [REDACTED]

Date: June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported [REDACTED] that he had "snuggled in bed" with [REDACTED] when [REDACTED] was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] and/or anyone on his behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley
Office of Legal Services

AOC 019430

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office




P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

FILE COPY

MEMORANDUM

To: Rev. John Canary, Vicar General
Rev. Vincent Costello, Vicar for Priests
Colleen Dolan, Communications and Public Relations
Carol Fowler, Personnel Services
Matt Hunnicutt, Office of Assistance Ministry
Jimmy Lago, Chancellor
John O'Malley, Legal Services
Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: Ray, Rev. James (Resigned)/Unidentified Male #6

Date: June 25, 2009

On December 10, 2008 that [REDACTED] reported to Ms. Shawnte Jenkins that Fr. Ray sexually abused two of [REDACTED] when they were minors and Fr. Ray was their babysitter. [REDACTED] reported that [REDACTED] are currently in their 30s and 40s.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from [REDACTED] the referenced [REDACTED] and/or anyone on [REDACTED] behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley
Office of Legal Services

AOC 019431

ARCHDIOCESE OF CHICAGO

Office of the Archbishop

Post Office Box 1979
Chicago, Illinois 60690-1979



Phone: (312) 534-8230
Fax: (312) 534-6379

DECLARATION

IN THE NAME OF THE MOST HOLY TRINITY. AMEN

- (1) Whereas James Michael Ray, born on [REDACTED], was ordained a priest of the Archdiocese of Chicago on May 14, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois, and
- (2) Whereas he was removed from the active ministry on June 25, 2002 and subsequently submitted a letter to the Holy Father on November 18, 2008 requesting that his petition for voluntary laicization be accepted,

I, Francis Cardinal George, O.M.I., by the grace of God and the favor of the Apostolic See, Archbishop of Chicago, do hereby declare:

- a) that James M. Ray has no authorization whatsoever to act as an agent of this Archdiocese;
- b) that he is no longer affiliated as a priest in any way with the Archdiocese of Chicago;
- c) that he is not to represent himself as a Roman Catholic priest with canonical faculties, nor is he to present himself as a 'Catholic priest in good standing'; and furthermore, I declare
- d) that the Archdiocese does not consider itself in any way responsible for the activities of James M. Ray, and
- e) that the Archdiocese should not be held liable for any scandal or harm to souls for which he has been or is responsible.

Handwritten signature of Francis Cardinal George in cursive.

Francis Cardinal George, O.M.I.
Archbishop of Chicago

July 25, 2009

Handwritten signature of Raymond E. Goedert in cursive, preceded by a plus sign.

Most Rev. Raymond E. Goedert
Ecclesiastical Notary

Memo to File:

Re: James Ray auto insurance.

From: Sister Pat Cummings

Date: September 1, 2009

James Ray auto insurance [REDACTED] was due to expire Sept. 2, 2009.

I forgot to send him a reminder in August so he would have time to prepare and secure other insurance. I called him today, Sept. 1, 2009. He has new insurance effective this date. I apologized for my error.

I informed Dan Turlek.

ARCHDIOCESE OF CHICAGO

Vicar for Priests



980 N. Michigan, Suite 1525
Chicago, Illinois 60611

(312) 534-1837
Fax: (312) 642-4933

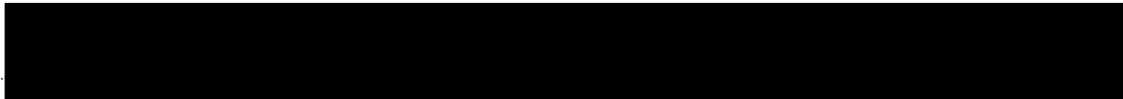
February 3, 2010

Mr. James Ray
P.O. Box 167233
Chicago, IL 60616

Dear Jim,

As you know, your health insurance with the archdiocese, which was granted to you for a period of twelve months as part of your Exit Agreement will expire March 1, 2010.

I am hoping this will give you enough time to pursue other means of insurance.



I hope you are healthy and things are going well for you.

God bless!

Sincerely,

Sister Pat Cummings SSND

Sister Pat Cummings, SSND
Associate Director
Vicar for Priests

c.c. Alex Becker

ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

To: File – PFR – 36

From: Jen Hibben, Office for Child Abuse Investigations and Review

Re: Ray, James/Unidentified male #4

Date: May 24, 2010

On October 14, 2008 Mr. Ray disclosed [REDACTED] that he "shared a bed, no snuggle" with a minor male parishioner.

Due to the fact that 180 days have passed without contact from the unidentified male or his representatives, this case is now considered inactive.

Office for the Protection of Children and Youth
Job Request for Support Staff

File No: PFR -36

Date of Request: 5/24/10

Time of Request: _____

Complete request by: 5/31/10
(Date/Time)

TO: Gabby

FROM: Jen

Instructions and/or Comments:

thanks!

Open a New File _____

File PFR 36 Ray/unidentified #1

Type _____

Duplicate # of Copies _____

Collate – yes/no

Staple – yes/no

Fax to _____

Completed by: _____

Date/Time _____

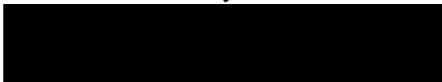
Miriam Patrick Cummings - STREET ADDRESS

From: Daniel Smilanic
To: Cummings, Miriam Patrick
Date: 1/12/2012 11:32 AM
Subject: STREET ADDRESS

Sister Pat,

The cell phone number worked - he gave me the following street address, which you might want to note in your files.

Mr. James M. Ray



Fr. Dan Smilanic

requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. [REDACTED] was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told [REDACTED] that I would do nothing more until I hear from either of them.

Peace,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Thomas Tharayil [mailto:ttharayil@archchicago.org]
Sent: Monday, May 20, 2013 9:12 AM
To: [REDACTED]
Cc: Leah McCluskey
Subject: Carmel High School Allegation 05202013

Hi [REDACTED]

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah McCluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,

My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing (good Catholic family of [REDACTED]. The young man I inquired about is named [REDACTED] and is the [REDACTED]

[REDACTED] then related this story to me: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is the [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him of the quality of treatment he will receive? Is it still a fact that he will be offered direct assistance by trained professionals and that if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience.

Peace and Blessings,

[REDACTED]

[REDACTED]

[REDACTED]

Message: EMA/2013/405074

From: Leah McCluskey
To: Kenneth Budzikowski, Christopher Cannova, Colleen Dolan, Daniel Smilanic, John Canary, Jimmy Lago, Peter Snieg, Thomas Tharayil, Jeff Grob
Cc: Janet Leonatti, John O'Malley
Sent: 5/20/2013 at 2:56 PM
Received: 5/20/2013 at 2:56 PM
Subject: HP TRIM Electronic Record : ER/2013/221648 : PFR-036 Ray, James M. / [REDACTED] / PCAC memo

Attachments: TEXT.htm (551 bytes)
PFR-036 Ray, James M. [REDACTED] PCAC memo.pdf (551 bytes)
PFR-036 Ray, James M. [REDACTED] PCAC memo.tr5 (551 bytes)
McCluskey, Leah.vcf (551 bytes)

FYI.

Leah

-----< HP TRIM Record Information >-----

Record Number : ER/2013/221648
Title : PFR-036 Ray, James M. / [REDACTED] / PCAC memo

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205
Fax: (312) 751-5279
lmcccluskey@archchicago.org

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AOC 019442

ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office




P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM





To: Rev. Kenneth Budzikowski, Vicar for Priests
Very Rev. John Canary, Vicar General
Christopher Cannova, Personnel Services
Colleen Dolan, Communications and Public Relations
Rev. Jeffrey Grob, Cardinal's Delegate to the Review Board
Jimmy Lago, Chancellor
Very Rev. Daniel Smilanic, Vicar for Canonical Services
Rev. Peter Snieg, Moderator of the Curia
Thomas Tharayil, Office of Assistance Ministry

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: PFR-036 Ray, James M. 

Date: May 20, 2013

A new allegation was received by this office today.

- Accused – James M. Ray
 - Current status - laicized
 - Current location – N/A
 - Location/assignment of accused at time of abuse – Immaculate Conception in Waukegan
- Alleged Victim – 
 - If minor, has DCFS been called? – Per information received from third party reporter, Deacon   is currently over the age of 18
- Any other important information – Please see attached e-mails between Deacon  Tom Tharayil, and me

Please review your files and forward any and all information/documentation that may be relevant to this matter to my attention within five business days of receipt of this memo.

If you have any questions or concerns, please contact me at (312) 534-5205 or lmcccluskey@archchicago.org.

Attachment

Cc John O'Malley, Legal Services

AOC 019443

Message: EMA/2013/405222

From: Thomas Tharayil
To:
Cc: Leah McCluskey
Sent: 5/20/2013 at 4:25 PM
Received: 5/20/2013 at 4:25 PM
Subject: Immaculate Conception allegation 05202013

Attachments: TEXT.htm (14 KB)

[REDACTED]

Thanks for the information. No need to worry about spelling or more information about Fr. James Ray. He is listed on the AOC list of priests with substantiated allegations of sexual misconduct with minors.

http://www.archchicago.org/c_s_abuse/report_032006/list.pdf

When the victim is ready to make contact, I will assist him. If he or his family members would like to simply learn more about Assistance Ministry, the Healing Garden, or read issues of the newsletter, please direct them to the following link.

http://www.archchicago.org/departments/assistance_ministry/assistance_ministry.shtm

If you have other questions, don't hesitate to contact me. Peace, Tom

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago

T
>>> [REDACTED] 5/20/2013 2:13 PM >>>

Hello Tom,

Thank you for the timely response and explanation. I have made contact with [REDACTED] and requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. [REDACTED] was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told [REDACTED] that I would do nothing more until I hear from either of them.

Peace.
[REDACTED]

[REDACTED]

From: Thomas Tharayil [mailto:ttharayil@archchicago.org]
Sent: Monday, May 20, 2013 9:12 AM
To: [REDACTED]
Cc: Leah McCluskey
Subject: Carmel High School Allegation 05202013

Hi [REDACTED]

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

AOC 019444

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,
My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing (good Catholic family of [REDACTED] . The young man I inquired about is named [REDACTED] and is [REDACTED]

[REDACTED] then related this story to me: [REDACTED]

[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him [REDACTED] Is it still a fact that [REDACTED] if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at your convenience.

Peace and Blessings,

[REDACTED]

Message: EMA/2013/422713

From: Leah McCluskey
To:
Cc: Thomas Tharayil
Sent: 5/30/2013 at 8:55 AM
Received: 5/30/2013 at 8:55 AM
Subject: RE: Hello

Attachments: McCluskey, Leah.vcf (551 bytes)

Good Morning [REDACTED]

Thank you so much for your e-mail. I look forward to hearing from you once you hear from [REDACTED]

Peace,

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205
Fax: (312) 751-5279
lmcluskey@archchicago.org

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>>> [REDACTED] 5/29/2013 8:55 PM >>>

Leah,

I spoke with [REDACTED] a few days ago as a follow up and he said I should be hearing from [REDACTED] soon. ASs soon as I do I will be in touch with you.

Peace and thanks for staying in touch.

Hope the past week was a good one for you!

-----Original Message-----

From: Leah McCluskey [mailto:lmcluskey@archchicago.org]
Sent: Wednesday, May 29, 2013 3:53 PM
To: [REDACTED]
Cc: Thomas Tharayil
Subject: RE: Hello

Dear [REDACTED]

AOC 019447

You are most welcome. Thank you so much for your response and for sharing with [REDACTED] the information that Tom and I have provided to you.

I am happy to answer any questions, concerns, and/or provide any additional information to you, [REDACTED] and/or [REDACTED] at any time. I look forward to speaking with [REDACTED] and/or anyone on his behalf if and when [REDACTED] wishes to do so.

Peace to you,

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205
Fax: (312) 751-5279
lmclcluskey@archchicago.org

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>>> [REDACTED] 5/22/2013 4:13 PM >>>
Sorry, I hit the send button before I replied.

Leah,
Thank you for the response and information. As I mentioned earlier, I have spoken with [REDACTED] who plans on speaking with [REDACTED] about progressing forward with you. I plan on waiting until he gets back to me so that I am not pressuring him in any way. I have copied [REDACTED] in on all of this traffic so that there is no confusion on anyone's part. I feel comfortable that I will hear from [REDACTED] in a few days or be advised by [REDACTED] that [REDACTED] has decided to wait.

Peace
And Thanks

-----Original Message-----

From: Leah McCluskey [mailto:lmclcluskey@archchicago.org]
Sent: Monday, May 20, 2013 2:37 PM
To: [REDACTED]
Cc: Thomas Tharayil
Subject: Hello

Good Afternoon [REDACTED]

I hope that you are well.

As you know, Tom Tharayil has shared with me the e-mails that the two of you have exchanged with regard to [REDACTED] and the reported abuse he sustained by a priest, whom you have identified as Fr. James Ray. James Ray is a laicized priest of the Archdiocese of Chicago and is on the list of Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors, found on the Archdiocese of Chicago's main website:

http://www.archchicago.org/departments/ocair/report_032006/list.pdf

AOC 019448

As you may know, I work in the Office for Child Abuse Investigations and Review here at the Archdiocese of Chicago. It is in this office that we receive all reports of the sexual abuse of minors by priests, deacons, lay employees, and volunteers. As Tom suggested in his response to you, may I ask that you provide my name and contact information to [REDACTED] and/or to [REDACTED] so that I may share additional information about this office and the related process of coming forward to report abuse? I may be reached at (312) 534-5205 or lmcccluskey@archchicago.org. The following is the link to this office's website, which may provide additional information as well:

<http://www.archchicago.org/departments/ocair/ocair.shtm>

Thank you again, [REDACTED] Please do not hesitate to contact me with any additional questions or concerns.

Peace,

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205
Fax: (312) 751-5279
lmcccluskey@archchicago.org

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>>> [REDACTED] 5/20/2013 2:13 PM >>>
Hello Tom,

Thank you for the timely response and explanation. I have made contact with [REDACTED] and requested the name of the priest involved-- Fr. James Ray, 1982 to 1984 is the period involved. [REDACTED] was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told [REDACTED] that I would do nothing more until I hear from either of them.

Peace,

[REDACTED]

[REDACTED]

[REDACTED]

From: Thomas Tharayil [mailto:ttharayil@archchicago.org]
Sent: Monday, May 20, 2013 9:12 AM
To: [REDACTED]
Cc: Leah McCluskey
Subject: Carmel High School Allegation 05202013

Hi [REDACTED]

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then [REDACTED] can certainly contact me and I will assist him [REDACTED]

[REDACTED] If the priest was from a religious order, we can work with [REDACTED] to direct him to the person who works with victims/survivors within that religious order.

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help [REDACTED] or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD

Director, Office of Assistance Ministry


Archdiocese of Chicago

>>> [REDACTED] 5/18/2013 9:13 AM >>>

Good Morning Tom,

My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his [REDACTED] were doing (good Catholic family of [REDACTED] . The young man I inquired about is named [REDACTED] and is [REDACTED]

[REDACTED] then related this story to me: [REDACTED]



[REDACTED]

I advised [REDACTED] that the Diocese has a program to assist those victims and that I would be most happy to walk with [REDACTED] if he desired assistance. [REDACTED] related my offer to [REDACTED] who initially indicated that he did not wish to pursue any assistance but later came back to [REDACTED] and suggested that he had been giving it some thought and had decided to seek assistance. [REDACTED] called me and hence I am reaching out to you with what I perceive possibly two issues. First is [REDACTED] situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is [REDACTED] who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.

The status is that [REDACTED] is planning on speaking with [REDACTED] and suggesting that [REDACTED] call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him [REDACTED] Is it still a fact that [REDACTED] if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that [REDACTED] is moving forward with the real facts.

I have intentionally not used [REDACTED] name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience.

Peace and Blessings,

[REDACTED]



ARCHDIOCESE OF CHICAGO

Office of Legal Services
John C. O'Malley
Director

e-mail: jomalley@archchicago.org



Post Office Box 1979
Chicago, Illinois 60690-1979

TEL (312) 534-5379
FAX (312) 534-5252

June 5, 2013

RECEIVED

JUN 10 2013

Ms. Shauna Boliker
First Assistant State's Attorney
Cook County State's Attorney Office
69 W. Washington, Suite 3200
Chicago, Illinois 60602

ARCHDIOCESE OF CHICAGO
OFFICE FOR CHILD ABUSE
INVESTIGATIONS AND REVIEW


RE: Ray, Rev. James M. / Unknown, [REDACTED]
Our File Number: 2013SC0035
Date of Birth: Unknown
Date of Incident: Unknown
Location of Incident: Immaculate Conception Parish

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse Investigations and Review has received information from [REDACTED], an Archdiocesan deacon, that [REDACTED] of an unidentified friend was sexually abused as a minor by Fr. James M. Ray. The alleged abuse occurred at Immaculate Conception Parish many years ago. Fr. Ray was a priest of the Archdiocese of Chicago. He was laicized in January 2012. We have no additional information at this time.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,


John C. O'Malley
Director of Legal Services

JCOM:tm

cc: Ms. Valerie McDaniels, SPSA
Associate Deputy Bureau Chief of Operations
Ms. Leah McCluskey
Mr. James A. Serritella

ARCHDIOCESE OF CHICAGO


Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office




P. O. Box 1979
Chicago, Illinois 60690-1979
312-534-5254, general
312-751-8307, fax

MEMORANDUM

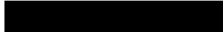

To: File

From: Leah McCluskey, Office for Child Abuse Investigations and Review 

Re: MISC-461 Ray, James M. / Unidentified son of 

Date: January 31, 2014

A new report was received by this office on January 28, 2014.

Tom Tharayil sent me an e-mail regarding his phone conversation with  (see attached).
As a result of Mr. Tharayil's conversation with  I am opening this miscellaneous file.

If you have any questions or concerns, please contact me at (312) 534-5205 or
lmcccluskey@archchicago.org.

Attachment

Cc John O'Malley, Legal Services
Jan Slattery, Office for the Protection of Children and Youth
Tom Tharayil, Office of Assistance Ministry

AOC 019455

From: Leah McCluskey
To: Thomas Tharayil
Date: 1/31/2014 3:38 PM
Subject: Re: [REDACTED] and James Ray 01282014
Attachments: McCluskey, Leah.vcf

Hi Tom,

Thank you for sharing your e-mails with [REDACTED]. Due to the fact that [REDACTED] had contacted you to express concern that abuse may have happened, I am going to open a Miscellaneous file. If you do receive additional information from [REDACTED] or from his son to report that there in fact was sexual abuse that took place, I will rename the file. Either way - I completely support your reaching out to [REDACTED] and offering to be a support to him and his son if they wish. Please let me know if I can be of any assistance and/or if [REDACTED] or his son provide you with additional information that would involve CAIR.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois 60690-1979
Office: (312) 534-5205
Fax: (312) 751-5279
lmcccluskey@archchicago.org

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>>> Thomas Tharayil 1/28/2014 11:26 AM >>>

Leah,

I wasn't sure if you would use this information to open a case or not, but I thought I would share it with you and let you decide. Tom

I spoke with [REDACTED] on January 24, 2014. He called because he and his wife were concerned that Fr. Jim Ray might have abused [REDACTED] their sons. [REDACTED]

[REDACTED] I responded with the email below.

He called me yesterday, January 28, 2014 to say the information was helpful. [REDACTED]

I told [REDACTED] that he or his son may contact me at any time if they wish to talk. [REDACTED] was not ready to name his son or provide much detail [REDACTED]

[REDACTED] So he was ambivalent about

how much to reveal.

1/24/2014

Dear [REDACTED]

I'm glad you called me today. It sounds like the release of the documents has prompted some confusing memories for your adult son about his interactions with James Ray.

At the moment, I am trying to find more information about James Ray. As you can see in the attachment, he is listed as an Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors. If I get more information, I will pass it along. Below are some links to resources that may be helpful to you, your wife, and extended family members. I can certainly help you or your family members to identify some professionals in your area if you wish. However I thought the following might be some good resources to start with.

Protect and Heal: This web site has video from an adult male victim, AOC staff, and a parent of two boys that were abused. I think it may help all of you feel less alone with your thoughts and feelings.

<https://protectandhealchicago.org/>

Making Distinctions: A victim/survivor wrote an article for the Assistance Ministry newsletter. In it, she captures the complexity of making distinctions between "predator priests" and "priests."

National Center for PTSD: Most of the victims we have worked with have symptoms of post traumatic stress disorder. This site has videos, aps, and more for better understanding this.

<http://www.ptsd.va.gov/public/index.asp>

If you, your wife, or your adult son wish to speak in person, I can arrange to meet with you. Tom T

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois, 60690-1979
(312) 534-8267

Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review and Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, concerning a report received from Victim JU's father. On January 24, 2012, Tharayil spoke with Victim JU's father, who reported a concern that his son may have been abused by Fr. James Ray. Victim JU was uncertain if he experienced any abuse.

Message: EMA/2014/56492

From: Leah McCluskey
To: Thomas Tharayil
Cc:
Sent: 2/4/2014 at 3:09 PM
Received: 2/4/2014 at 3:09 PM
Subject: Re: possible visit

Attachments: McCluskey, Leah.vcf (516 bytes)

Thank you, Tom. Please let me know if I can help at all.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois 60690-1979
Office: (312) 534-5205
Fax: (312) 751-5279
lmcccluskey@archchicago.org

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>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

██████████
It was good to hear from you. Please be assured that when and if ██████████ wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois, 60690-1979
(312) 534-8267

>>> ██████████ 2/4/2014 12:39 PM >>>

Tom,

AOC 019459



Thanks



Victim Statement Abstract

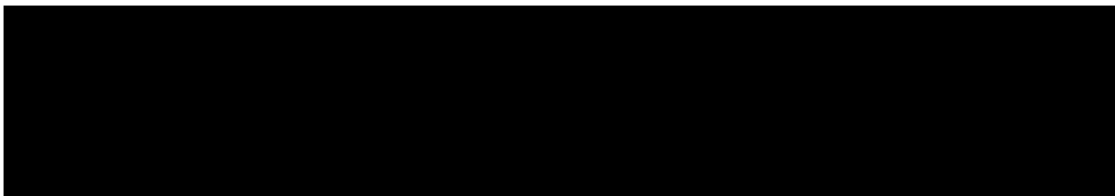
This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU's father, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU's father emailed Tharayil as part of an ongoing dialog concerning whether Victim JU was possibly abused by Ray. According to Victim JU's father, any alleged abuse would have occurred in the 1990s when Ray was assigned to Transfiguration Parish.

Message: EMA/2014/56494

From: Leah McCluskey
To: Janet Leonatti
Cc:
Sent: 2/4/2014 at 3:11 PM
Received: 2/4/2014 at 3:11 PM
Subject: Fwd: Re: possible visit

Attachments: McCluskey, Leah.vcf (516 bytes)
McCluskey, Leah.vcf (516 bytes)

Hi Jan,



Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois 60690-1979
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>>> Leah McCluskey 2/4/2014 2:09 PM >>>
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Leah

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>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

[REDACTED]
It was good to hear from you. Please be assured that when and if [REDACTED] wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois, 60690-1979
(312) 534-8267

>>> [REDACTED] 2/4/2014 12:39 PM >>>

Tom,

[REDACTED]

Thanks

[REDACTED]

Message: EMA/2014/56718

From: Leah McCluskey
To: Thomas Tharayil
Cc:
Sent: 2/4/2014 at 4:33 PM
Received: 2/4/2014 at 4:33 PM
Subject: Re: Connecting via [REDACTED]

Attachments: McCluskey, Leah.vcf (516 bytes)

Thank you, Tom.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
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>>> Thomas Tharayil 2/4/2014 3:27 PM >>>

Hi [REDACTED]
I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

While I can provide you with some links that may help you begin this process, I think it might be best if we talked. My intention would be to listen to you. I can talk with you on the phone or meet with you at our offices in downtown Chicago, or a location that is more convenient for you. After I have a better sense of where you are at, I can offer you some suggestions on some steps to consider.

Thanks again for reaching out. When you are ready to meet or talk, I am ready to listen. Peace, Tom T

Helpful Links:

Common Questions for Men Trying to Sort This Out: <https://lin6.org/men/common-questions/>

Myths about Men and Sexual Abuse: <https://lin6.org/men/myths/>

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter:
http://www.archchicago.org/departments/assistance_ministry/Newsletter/OfficeNewsletterMarch2012.pdf

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>>> [REDACTED] 2/4/2014 2:23 PM >>>

[REDACTED]

Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU emailed Tharayil concerning interactions he had with Ray at Transfiguration Parish in the 1990s. Victim JU also scheduled a time to meet with Tharayil in order to discuss in greater detail Victim JU's past interactions with Ray.

Message: EMA/2014/67671

From: [Leah McCluskey](#)
To: [Thomas Tharayil](#)
Cc:
Sent: 2/11/2014 at 4:48 PM
Received: 2/11/2014 at 4:48 PM
Subject: Fwd: Re: Connecting via [REDACTED]

Attachments: [McCluskey, Leah.vcf \(516 bytes\)](#)

Thanks, Tom. I'm glad that [REDACTED] is coming in to meet with you.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
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Chicago, Illinois 60690-1979
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>>> Thomas Tharayil 2/11/2014 3:41 PM >>>

Leah,

Just thought you might like to know that I am going to have an initial meeting with [REDACTED]. If he decides to take the next step of setting up an allegation interview, I'll let you know. Tom

Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
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>>> [REDACTED] BA.org 2/11/2014 2:08 PM >>>

Sounds great, see you then

On Feb 11, 2014, at 1:58 PM, "Thomas Tharayil" wrote:

[REDACTED]
I'm glad you can make it. I will let the receptionist know you will be coming, and ask that she notifies the parking attendant that you will be coming. Also it may be helpful to know that the office is in a 3 flat building between two other three flats on Dearborn. When you press the buzzer, they will let you into the hallway, let me know, and I'll come down and meet with you . If for any reason, there is a problem, give me a call at [REDACTED]
Tom

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(312) 534-8267

>>> [REDACTED] 2/11/2014 12:54 PM >>>

Sure, that would be great. I might be able to get there as early as 3:45, just depends on traffic

On Feb 10, 2014, at 4:14 PM, "Thomas Tharayil" wrote:

[REDACTED]
If you are sure that it is not an inconvenience to come here, it might be the easiest place to meet. We are located at 743 Dearborn Street in Chicago. I could plan on meeting you this Thursday at 4. If you confirm that this will work, I will arrange for you to park at Holy Name parking lot. Tom

AOC 019466

Thomas P. Tharayil LCSW, BCD
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>>> [REDACTED] 2/9/2014 5:07 PM >>>

Thursday looks like the only day that would really work for me this week, although Tue might be possible?

What are the best suggestions for places to meet?

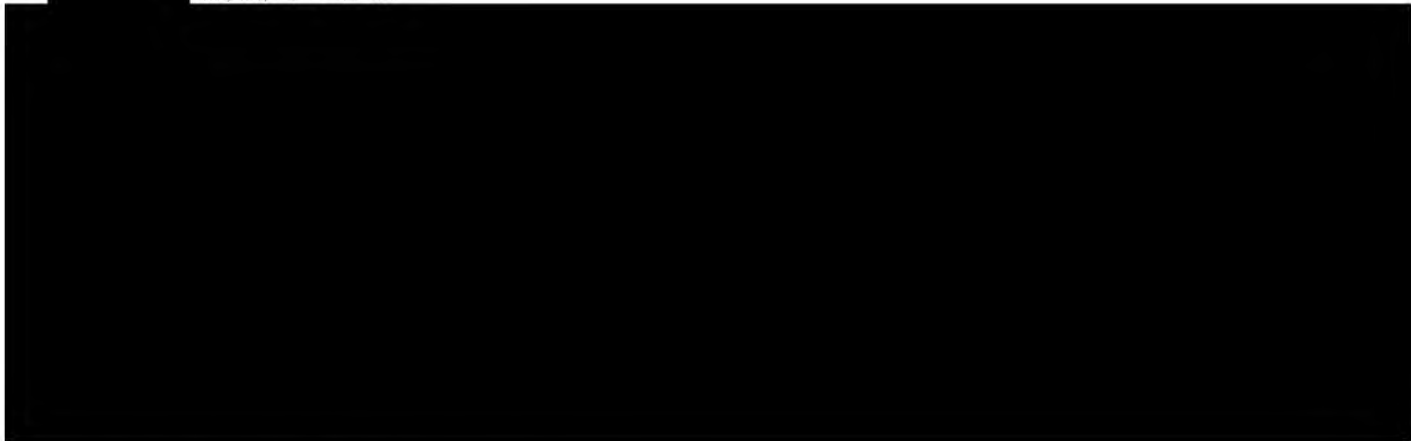
On Feb 8, 2014, at 12:48 PM, "Thomas Tharayil" wrote:

Hi [REDACTED]

I apologize for not getting back to you yesterday. I had to leave the office for another appointment. I was glad to hear you are ready to talk. While I am willing to meet you in [REDACTED] or in our offices, I would suggest we meet in a location that will allow us some privacy. Please let me know some dates and times that work for you and I trust we can find a way to meet. So far everything you have described in your emails sounds pretty consistent with what others have said to me as they begin to sort out their story. Peace, Tom T

Thomas P. Tharayil LCSW, BCD
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Archdiocese of Chicago
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(312) 534-8267

>>> [REDACTED] 02/08/14 1:34 AM >>>



On Feb 4, 2014, at 3:27 PM, "Thomas Tharayil" wrote:

Hi [REDACTED]

I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

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Thanks again for reaching out. When you are ready to meet or talk, I am ready to listen. Peace, Tom T

Helpful Links:

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{ <https://urldefense.proofpoint.com/v1/url?u=https://lin6.org/men/common-questions/&k=lvqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZolYpGvgP9NcS3hvg6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS81CVFPbUmb6sLYn3S%2BqAvifGHNInUzSG5k0S0%3D%0A&s=e3ldfde90d0511a5fbfd77b7085a283ab5c415a8f0c8fe2dda7117cab64bf6c2ef> }

Myths about Men and Sexual Abuse: <https://lin6.org/men/myths/> (<https://urldefense.proofpoint.com/v1/url?u=https://lin6.org/men/myths/&k=lvqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZoLYpGvgP9NcS3hvg6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS8iCVFPbUmb6sLYn3S%2BqAvifGHNIInUzSG5k0S0%3D%0A&s=c54fdf80db64fd1d3975c2d28ea2cc0702c161105500b86392de38f491f624a3>)

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter:
http://www.archchicago.org/departments/assistance_ministry/Newsletter/OfficeNewsletterMarch2012.pdf

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>>> [REDACTED] 2/4/2014 2:23 PM >>>

[REDACTED]