

SECOND TERM PASTOR REVIEW

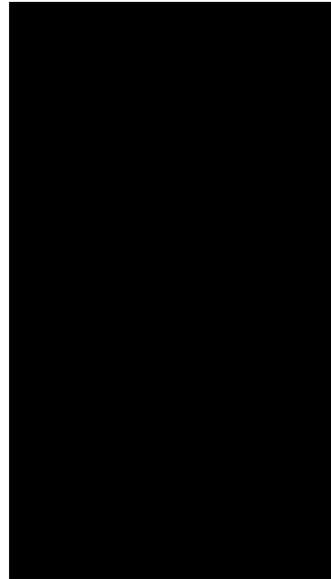
Fr. Norman Czajka
Pastor

Fr. Marc Pasciak
Review Team Coordinator

Fr. John Flavin
Team Member

Mr. [REDACTED]
Team Member

Mr. [REDACTED]
Team Member



The suggested deadline date for this review is 2/26/99.

SECOND TERM PASTOR REVIEW

Fr. Norman Czajka
Pastor

8/04/00
Age 65



Fr. Marc Pasciak
Dean/Review Team Coordinator



~~**Fr. Charles Ezerskis**
Team Member~~

(Jackie)
← some question
re: his team
membership -
I'll let you know



Mr. 
Team Member



Mr. 
Team Member



The suggested deadline date for this review is

Feb 26, 1998.

- ① Correct 's name ph
- ② Prep. letter to Bishop ph

Sample
was third term requested? (no response)
Sample cover letter for farms - not attending

Norman Czajka

DOB: [REDACTED]

Ordained: May 1, 1961

History of Assignments:

July 5, 1961- May 1966: St. John of God- Asst.

May 1966- January 1, 1979: St. Casimir- Asst.

January 1, 1979- July 15, 1985: St. Casimir-Pastor

July 15, 1985- June 10, 1986: St. Mary of Czestochowa: Associate

June 10, 1986- March 8, 2000: St. Camillus: Associate (June 10, 1986- March 24, 1988
Chicago Parochial Administrator (March 24, 1988-
August 4, 1988)

Pastor (August 4, 1988- December 20, 1994)

2nd term (December 20, 1994)

Pastor Emeritus (March 8, 2000)

History of Problem Behaviors:

Victim came forward in 2005. Victim stated that he attended St. Camillus School for elementary school. He graduated from the eighth grade in 1995. The victim stated that he met Fr. Czajka when he was in the first grade training to be an altar boy. He stated that at first Fr. Czajka would "touch my ass" [REDACTED] This happened a few times. [REDACTED]

Fr. Czajka denied this allegation stating that he did not socialize with children and had no opportunity to sexually abuse an altar server. This allegation was presented to the review board and substantiated in 2006.

Canonical Status:

July 20, 2006 Cardinal George submitted a letter to Cardinal Levada requesting permission to "issue a penal decree permanently enjoining Fr. Czajka from exercising any public ministry and limit his concelebration to the nursing home where he lives, lest his presence in the sanctuary becomes the source of scandal to the faithful and cause further damage to the Church in the United States".

Norm CZAJKA

② St Benedict

direct phone # [redacted]

Sister:

Call msg Fred Easton

spell

→

- on board

Cynthia Giacchetti

m



Estate of

[Redacted]

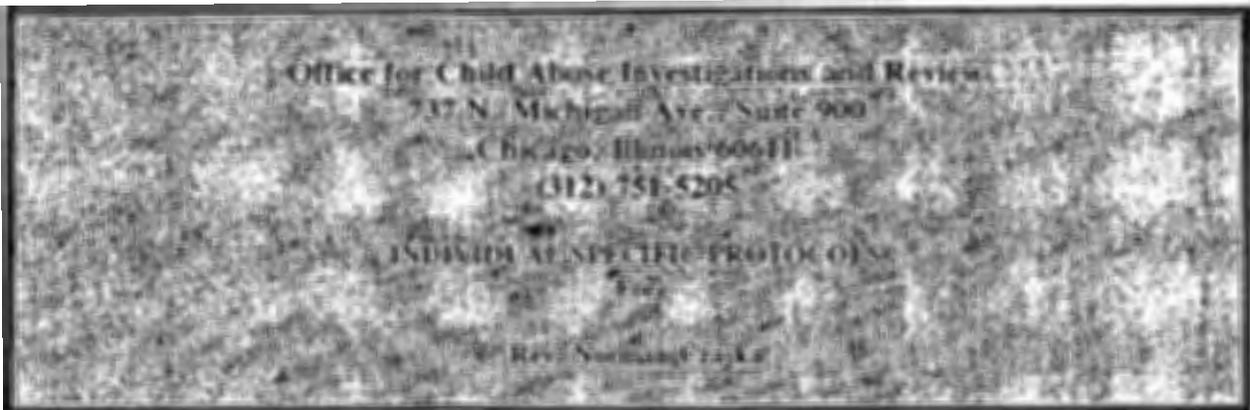
Tr,

Here are

the papers that I
promised.

Sharon Bardie





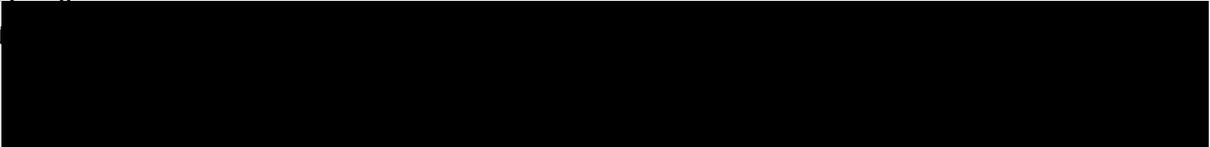
The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office for Child Abuse Investigations and 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. Norman Czajka 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. N/A Therapy ____ times per week/month (please circle one) as recommended by _____ (name of therapist). Attendance to therapy is to be reflected on "Clergy Daily Log" forms.
3. N/A Continued regular Spiritual Direction ____ 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 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. Abide by the assignment of residence to 7370 W. Talcott, Chicago, IL.

6. 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.



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: _____ Date: _____

Printed Name: _____

Signature of Director: _____ Date: _____

Signature of VP: _____ Date: _____

Additional, written notations appended to this document? yes no

(Revised 4/5/07)

From: Edward Grace
To: McCluskey, Leah
Subject: Czajka

Leah,

I forwarded the Board's request for [REDACTED] to Cyndi Giacchetti for her consideration. She did not seem enthused. Will await developments.

[REDACTED]

Ed

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

INDIVIDUAL SPECIFIC PROTOCOLS
For
Rev. Norman Czajka

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. Norman Czajka is as follows (PRA to initial all that apply):

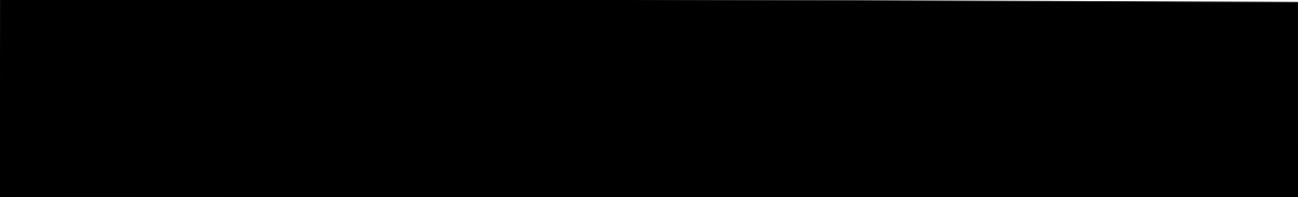
1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult.

2. N/A Therapy with the suggested frequency of ___ times per week/month (please circle one) as recommended by _____ (name of therapist). Attendance to therapy is to be reflected on "Clergy Daily Log" forms.

3. N/A 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. W The "Clergy Daily Log" to be completed when outside of Resurrection Life Center ~~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. W Abide by the assignment of residence to Resurrection Life Center.

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. 
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: _____ Date: _____

Printed Name: _____

Signature of PRA: _____ Date: _____

Signature of VP: _____ Date: _____

Additional, written notations appended to this document? yes no

(Revised 1/XII/04)

CLERGY DAILY LOG

The Office of Professional Responsibility, pursuant to Article §1104.4.3, is responsible to “monitor programs for treatment, rehabilitation or supervision of clerics...”

The Individual Specific Protocol for: Rev. Norman Czajka
(Cleric Name)

requires that you keep a “log” of your daily activities while outside of the Resurrection Life Center. The “log” is completed daily and submitted to the Administrator at the end of each week for review. Include the place, the purpose of visit/trip/activity (i.e. Spiritual Direction, therapy), and the telephone number if it is appropriate. Please remember that this tool is intended to provide an accurate record of the day rather than a detailed clock.

| <u>TIME</u> | <u>PLACE</u> | <u>TELEPHONE</u> (If appropriate) | <u>PURPOSE</u> |
|-------------------|--------------|--------------------------------------|----------------|
| 7:00 – 8:00 A.M. | | | |
| 8:00 – 9:00 | | | |
| 9:00 – 10:00 | | | |
| 10:00 – 11:00 | | | |
| 11:00 – 12:00 | | | |
| 12:00 – 1:00 P.M. | | | |
| 1:00 – 2:00 | | | |
| 2:00 – 3:00 | | | |
| 3:00 – 4:00 | | | |
| 4:00 – 5:00 | | | |
| 5:00 – 6:00 | | | |
| 6:00 – 7:00 | | | |
| 7:00 – 8:00 | | | |
| 8:00 – 9:00 | | | |
| 9:00 – 10:00 | | | |
| 10:00 – 11:00 | | | |
| 11:00 – 7:00 A.M. | | | |

Client Signature: _____ Date: _____

Monitor Signature: _____ Date: _____

Date Received: _____

Revised 6/27/06

Administrative Signature: _____

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

_____ [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] _____
_____ from _____ [departure date]
through _____ [return date]. _____ [name of cleric]
will be chaperoned by _____ [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure _____. The
identified chaperone has accepted the responsibility of verifying the location and
activities of _____ [name of cleric] during the aforementioned time
frame.

1. Contacts with minors by _____ [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
_____ [cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to _____'s [cleric name]
residence has been scheduled for _____ [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: _____ **Date:** _____

PRA Signature: _____ **Date:** _____

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

Archdiocese of Chicago Priest Vitae Card

Norman Martin Czajka Born: [REDACTED] Ordained: 05/01/1961 Died: 10/26/2012 Ethnicity:

No Image
Attached

| Assignment | Position | Begin Date | End Date |
|--|------------------|------------|------------|
| St. John of God Parish (52nd St.) | Assistant Pastor | 07/05/1961 | 05/16/1966 |
| St. Casimir Parish (S. Whipple St.) | Assistant Pastor | 05/16/1966 | 12/31/1978 |
| St. Casimir Parish (S. Whipple St.) | Pastor | 01/01/1979 | 07/15/1985 |
| St. Mary of Czestochowa Parish (Cicero) | Associate Pastor | 07/15/1985 | 06/10/1986 |
| St. Camillus Parish (Lockwood Ave.) | Associate Pastor | 06/10/1986 | 03/24/1988 |
| St. Camillus Parish (Lockwood Ave.) | Administrator | 03/24/1988 | 08/04/1988 |
| St. Camillus Parish (Lockwood Ave.) | Pastor | 08/04/1988 | 03/06/2000 |
| St. Camillus Parish (Lockwood Ave.) | Pastor Emeritus | 03/06/2000 | 04/12/2004 |
| St. Benedict Nursing and Rehabilitation Center | Resident | 04/12/2004 | |

**Extraordinary
Appointments:**

June 22nd, 1961

My dear Father Czajka:

I hereby appoint you assistant to the pastor
of St. John of God Church, Chicago, Illinois.

You will kindly report for duty on Wednesday,
July 5th, to Monsignor Jagodzinski, the pastor.

Wishing you every blessing in this, your first
appointment, I remain,

Very sincerely yours in Christ,

Archbishop of Chicago

Reverend Norman M. Czajka

5037 W. 32nd Street

Cicero 50 Illinois

Priest File



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 10, 1966

C

Reverend Norman M. Czajka
St. John of God Rectory
1234 W. 52nd Street
Chicago, Illinois 60609

O

Dear Father Czajka:

It gives me great pleasure to appoint you as Assistant to the Rt. Rev. Magr. Theodore A. Kaczorowski, Pastor of St. Casimir Church, Chicago, Illinois, and in accordance with Canon 476, 3, to grant you the necessary faculties for the faithful discharge of that duty.

P

This appointment is effective May 16, 1966, but I would ask you to make arrangements with the Pastor about the exact date when you assume your new duties.

Y

Wishing you every blessing and priestly success in this pastoral assignment, I am, dear Father Czajka,

Very truly yours in Christ,

Archbishop of Chicago

Chancellor

cc: Rt. Rev. Magr. Theodore B. Kaczorowski

AOC 011939

CZAJKA, REV. NORMAN M.

July 8, 1968

Reverend Norman M. Czajka
St. Casimir Rectory
2226 S. Whipple
Chicago, Illinois 60623

Dear Father Czajka:

Although you have been serving as the Area Chaplain for the Catholic Scouts for some time, I now wish to make this appointment official and, at the same time, to express my profound thanks for your helpfulness in promoting this fine Catholic Youth Program.

Father Pavis, too, joins me in this expression of appreciation and I ask that you kindly confer with him for further details regarding this assignment.

Wishing you every continuing blessing and success in your priestly work and with kindest personal regards, I am, dear Father Czajka,

Very truly yours in Christ,

Archbishop of Chicago

cc: Rt. Rev. Msgr. Theodore A. Kaczoroski
Rev. Raymond A. Pavis

JPC:sm

AOC 011940



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

December 18, 1978

C

Reverend Norman M. Czajka
St. Casimir Rectory
2226 S. Whipple
Chicago, Illinois 60623

Dear Father Czajka:

O

Due to the retirement of the Rev. Msgr. Theodore A. Kaczoroski, Pastor of St. Casimir parish, Chicago, that parish will become vacant on January 1, 1979.

In accordance with Canon 455 of the Code of Canon Law and following the recommendation of the Diocesan Clergy Personnel Board, we are pleased to appoint you herewith as Pastor of St. Casimir parish, Chicago, with full spiritual and temporal administrative powers, and we heartily commend you to the good people there.

P

This appointment will become effective on January 1, 1979, and, in accord with Archdiocesan policy, is valid for a term of six years, that is, to January 1, 1985. We wish you to take canonical possession of this parish as soon as this appointment becomes effective.

Y

You will assume canonical possession and jurisdiction of the above-mentioned parish as soon as the Profession of Faith is taken (January 1 or thereafter, but not before) before the Urban Vicar, the Rev. Msgr. John M. Hayes, acting as our Delegate according to the provisions of Canon Law.

Wishing you every blessing in this pastoral office, we remain,

Very truly yours in Christ,

Archbishop of Chicago

Chancellor

bcc: Angie Punzi -- for TCC, week of 12/24/78; NOTICES; Priest's Personal File

PROFESSION OF FAITH

With firm faith, I, Reverend Norman M. Czajka,
believe and profess each and all of the articles which are contained in the Creed; that is:

I believe in one God, the Father Almighty, maker of heaven and earth, and of all things visible and invisible. And I believe in one Lord, Jesus Christ, the only-begotten Son of God. Born of the Father before all ages. God of God, Light of Light, true God of true God. Begotten, not made, of one substance with the Father. By whom all things were made. Who for us men and for our salvation came down from heaven. And he became flesh by the Holy Spirit of the Virgin Mary: and was made man. He was also crucified for us, suffered under Pontius Pilate, and was buried. And on the third day he rose again, according to the Scriptures. He ascended into heaven and sits at the right hand of the Father. He will come again in glory to judge the living and the dead. And of his kingdom there will be no end. And I believe in the Holy Spirit, the Lord and Giver of life, who proceeds from the Father and the Son. Who together with the Father and the Son is adored and glorified, and who spoke through the prophets. And one holy, Catholic, and Apostolic Church. I confess one baptism for the forgiveness of sins. And I await the resurrection of the dead. And the life of the world to come. Amen.

I also firmly accept and hold in each and every part all that the Church has either defined by way of solemn pronouncement, or asserted and stated by way of its ordinary magisterium, concerning the doctrine of faith and morals, as proposed by the Church: especially the doctrines regarding the mystery of the Church of Christ, the Sacraments, the Sacrifice of the Mass, and the Primacy of the Roman Pontiff.

OATH OF OFFICE

I promise before God that I will faithfully exercise the office of Pastor of St. Casimir
Parish which has been entrusted to me. So help me God.

Rev. Norman M. Czajka

Signed under oath before the undersigned on (month) January (day) 1
(year) 1979.

Mrs. John M. Hayes
URBAN VICAR

(SEAL)

(Note: 1. The Profession of Faith is made and the Oath taken before the Ordinary of the place or his Delegate by the following: the Vicar General; the Diocesan Consultors; the Censor of books; Pastors; Confessors and Preachers before they receive the faculty to exercise their functions; Clerics called to Subdiaconate; and Superiors and Professors in the Major Seminary.

2. A priest takes an oath with his right hand on his breast.)



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Vicar General

ATTESTATION OF THE ACT OF INSTALLATION
IN THE NAME OF THE MOST HOLY TRINITY, AMEN

Under the Roman Pontificate of His Holiness, Pope John Paul II, His Eminence, John Cardinal Cody, being Archbishop of Chicago, I do hereby attest that the

Reverend Norman M. Czajka

duly appointed pastor whose letter of appointment bears the date of December 18, 1978, has on this date in accordance with Canon Law (Canon 461) and the statutes of the Archdiocese of Chicago taken canonical possession of the parish of

St. Casimir Parish
2226 South Whipple
Chicago, Illinois 60623

Msgr. John M. Hayes
URBAN VICAR

Date:

January 1, 1979



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

June 20, 1985

C
O
P
Y

Dear Father Czajka:

It gives me great pleasure to appoint you as Associate Pastor to the Reverend Thaddeus J. Makuch, Pastor of Saint Mary of Czestochowa Parish, Cicero, Illinois, thereby relieving you of your duties as Pastor of Saint Casimir Parish, Chicago, Illinois. The effective date for this appointment is July 15, 1985.

I ask you to speak with Father Makuch concerning the exact date you will assume your new duties. This appointment is made with the understanding that it will terminate in one year and that you will take part in the associate change process which the Clergy Personnel Board will be initiating in 1986.

Norm, I would like to thank you personally for the contribution that you have made to the life of Saint Casimir Parish during your many years of service there. I know that you have been part of that community since 1966 serving as Associate for many years and as Pastor these past six and one-half years. It is my hope that this coming year will be a year of grace and renewal for you.

As you begin your new duties, know that you have my prayers and support.

With cordial good wishes, I remain

Fraternally yours in Christ,

Archbishop of Chicago

Reverend Norman M. Czajka
Saint Casimir Church
2226 South Whipple
Chicago, Illinois 60623

cc: Most Reverend Placido Rodriguez
Reverend James J. Martin
Reverend Thaddeus J. Makuch
Clergy Personnel Board ✓

AOC 011944



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

May 20, 1986

Office of the Archbishop

C
O
P
Y

Dear Father Czajka:

In light of the recommendation of the Clergy Personnel Board, I am pleased to appoint you as Associate Pastor to the Reverend Charles I. Osowski, Pastor of Saint Camillus Parish, Chicago, Illinois.

The effective date for this appointment is June 10, 1986. However, I ask you to speak with your new pastor regarding necessary arrangements.

Norm, thank you for your work at Saint Mary of Czestochowa Parish. I hope this past year has been helpful for you in your recuperative process. I understand from the Personnel Board as well as Father Ventura that your doctor has indicated your capability of assuming full-time responsibilities as an Associate Pastor. I am pleased to hear this.

My prayers are with you at this time, and I ask for a remembrance in yours as well.

With cordial good wishes, I remain

Fraternally yours in Christ,

Archbishop of Chicago

Reverend Norman M. Czajka
Saint Mary of Czestochowa Church
3010 South 48th Court
Cicero, Illinois 60650

cc: Reverend Charles I. Osowski
Reverend Thaddeus J. Makuch
Clergy Personnel Board



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

March 24, 1988

Dear Father Czajka:

Due to the death of Reverend Charles Osowski, the pastor of Saint Camillus Church, the parish is in need of an administrator. In accord with canons 539 and 540, I am pleased to appoint you as parochial administrator of Saint Camillus Church. This appointment is effective immediately and will terminate with the appointment of a new pastor. Attached are our Archdiocesan guidelines for administrators of parishes.

I am confident that you will fulfill this office with competence and compassion and that the staff and parishioners will support you in your responsibility. Be assured of my own availability, if I can be of assistance.

With cordial good wishes, I am

Sincerely yours in Christ,

A handwritten signature in cursive script that reads "Kenneth Velo".

Reverend Kenneth Velo
Administrative Assistant
to the Cardinal

A handwritten signature in cursive script that reads "Katherine Oulex".

Ecclesiastical Notary

Reverend Norman Czajka
Saint Camillus Parish
5426 South Lockwood Avenue
Chicago, Illinois 60638

cc: Most Reverend Alfred L. Abramowicz, Episcopal Vicar
Reverend Laurence D. Kelly, Dean
Clergy Personnel Board

bc: Reverend Robert L. Kealy, Chancellor
Reverend David M. Hynous, O.P., Vice-Chancellor



ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Handwritten initials

Office of the Archbishop

August 4, 1988

Dear Father Czajka:

It is my pleasure to appoint you to be Pastor of Saint Camillus Parish, Cicero. This appointment is made in consultation with the Clergy Personnel Board and is effective immediately. Your term of office will be for six years.

Most Reverend Alfred L. Abramowicz, Episcopal Vicar, will act as my delegate in receiving your Profession of Faith. I ask that you contact him as soon as possible concerning your formal installation as Pastor. Once this takes place, he will forward the official documents for your installation to the Chancery.

Norm, may I take this opportunity to thank you for your work at Saint Camillus thus far and for administering to the parish during this interim. Know that as you begin this pastoral charge you have my support and prayers. Should you ever need me for anything, please do not hesitate to call me. Know that the agencies of the Archdiocese stand ready to assist you in whatever way necessary.

With gratitude for your cooperation and with cordial best wishes, I remain

Fraternally yours in Christ,

Joseph Card. Bernardini
Archbishop of Chicago

Kenneth Vels.

Ecclesiastical Notary

Reverend Norman M. Czajka ³⁹²
Saint Camillus Parish 680
5426 S. Lockwood Avenue
Chicago, Illinois 60638

cc: Most Reverend Alfred L. Abramowicz, Episcopal Vicar
Reverend Laurence D. Kelly, Dean
Office of Research, Planning & Evaluation
Center for Development in Ministry
Clergy Personnel Board ✓

AOC 011947

☒ ☒ ☒

PRAY FOR ME THAT I MAY BE A PRIEST
ACCORDING TO THE HEART OF CHRIST
FATHER NORMAN MARTINCZAJKA

GIFT OF [REDACTED]
1989

Aug 4, 1993

Dear Fr. Vello,

I spoke to you on the phone on July 20, 1993 re a distressing and tragic incident occurring to myself and my younger sister at the wake of my mother, [redacted], by Fr. Norman Czajka of St. Camillus Church. [redacted]

It involved an obviously intoxicated Fr. Czajka being unnecessarily rude and disrespectful to my dead mother, and causing immeasurable, long term emotional & psychological pain and suffering for our family. Fr. Czajka had never met us before, but approached the grieving family after the evening "sturred" prayer service to tell us that 1) "your mother had a big mouth", 2) implied that he knew all about us (in a demeaning tone, 3) that my mother "was" a "good woman, too good", but he "was" cruel to her because she embarrassed him and he "felt" he had to "pull her down." 4) admitted he had called her a "stupid woman", "dumb woman" and other names. All this with no remorse, sorrow, or compassion, but with an almost sadistic grin & tone of voice.

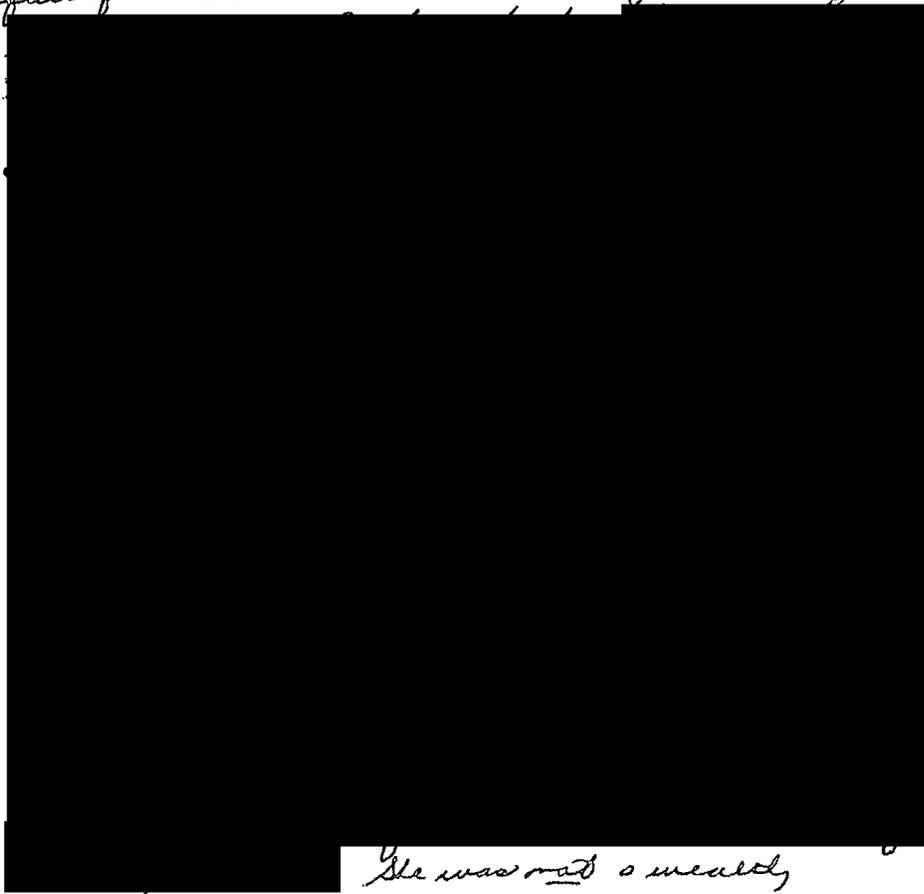
Fr. Czajka was informed that the family did not want him to say the funeral mass the next morning, but since my mother requested it, we would honor her request.

The next morning, he had a High, concelebrated Mass with a total of 7 priests on the altar, with himself as the main celebrant.

There was never an apology or an attempt to make one either at the church, the cemetery or the burial luncheon.

My brother and I spoke to Fr. Sivick at St. Richard's Church after speaking to you. He informed us on July 26, that he had spoken to Fr. Norman Czajka re the incident and that Fr. Czajka had been "warned."

Father, my mother was a devoted and faithful Catholic all her 61 years.



She was not a wealthy woman.

2. During the past 2 weeks, I have heard testimony from a nun, a priest and other family members who witnessed abuse and degradation of my mother from Fr. Norman for quite some time.

Fr. Sivick knows all this. I hope and pray that this will never happen again to any parishioner or their family by this man.

My mother was terminally ill the past few years of her life when all this was happening. For the rest of my life, I will never have the peace and comfort of successfully proceeding through the grieving process of my mother's death, because of Fr. Cyganko. He has robbed me of this basic need and has left my sister and myself, in particular, permanently wounded and scarred. In our eyes, the funeral Mass was a farce, and the burial was hypocritical. I'm full of unrelentless pain, and my sister, though a [REDACTED], is presently [REDACTED].

[REDACTED] because of this incident.

I also informed Fr. Sivick on the 26th, that while going through my mother's apartment and personal effects, we had found some very disturbing things written by her in her diaries.

Our attorney is investigating and we will be back in touch with you
soon.

I thought you should be kept
informed of these matters.

Sincerely,



**Reverend Edward F. Upton, Director
Office of Appraisal and Evaluation
25 West Chicago Avenue
Chicago, IL 60610**

PASTOR: Fr. Norman Czajka

TERM ENDS: August 4, 1994

TEAM MANAGER: Rev. Charles Ezerskis -

PARISH: Our Lady of Charity Parish
3600 S. 57th Court,
Cicero, Ill. 60650

DATE: Aug. 5th, 1993

SIGNATURE: Rev Jerome Siwek
Reverend Jerome Siwek, Dean

Please return by July 2, 1993.

Rec - 8/11
received
8/11/93



ARCHDIOCESE OF CHICAGO
 OFFICE OF APPRAISAL AND EVALUATION
 25 West Chicago Avenue
 Chicago, Illinois 60610

Department of Personnel Services
 Telephone: (312) 944-7790

August 11, 1993

Reverend Norman Czajka, Pastor
 St. Camillus Parish
 5426 S. Lockwood Avenue
 Chicago, Illinois 60638

Dear Father Czajka:

I am writing regarding your participation in the evaluation process for pastors. As you know, your term of office ends August 4, 1994.

As Director of the Office of Appraisal and Evaluation, I have some convictions about this process which I would like to share. I hope they set a context for the evaluation.

My first conviction is about the role of Pastor. In Coordinating Parish Ministries (A publication written by the Department of Personnel Services, 1987), the role of Pastor is defined.

"The Pastor serves the Christian community by sharing with them graces which God has given him and which are revealed in his spirituality and leadership, as well as in his limitations and inadequacies. 'To be' means 'to be with.'"

You have a critical and demanding role in the life of our community. I hope the process enhances your role. The second conviction revolves around the evaluation process. The National Association of Church Personnel Administrators in a handbook on performance appraisal, describes the appraisal process. They suggest it to be:

"supportive of people" (so those involved are affirmed and challenged) and is "implemented in a flexible way" (so the process is able to serve the individual).

Thus, the context out of which I work is to encourage your role as Pastor, and to provide a structure to affirm, support and challenge. Hopefully, you will be renewed to continue your ministry in newer and more effective ways.

The evaluation process is more fully explained on the enclosed sheet. The first step is for you to approve the Team Manager selected by your Dean. Father Jerome Siwek [Dean] selected Father Charles Ezerskis as your Team Manager. If you have any concern about that selection please indicate so on the form. You are asked to select one priest to work with Charlie in conducting the evaluation.

Your staff and twelve to fifteen lay leaders, whom you designate, will be asked to complete evaluation forms. The evaluation team will discuss and share this material as well as the final report. Copies of the final report will be given to the Vicar, Dean, Diocesan Priests' Personnel Board, and my office.

I ask that you return the green form as soon as possible. The process will continue when I receive this information.

Sincerely,



*Reverend Edward F. Upton, Director
Office of Appraisal and Evaluation*

EU:jw

*Enclosures: Process Information
Return Response
Return Envelope*

*cc: Reverend Jerome Siwek, Dean
Reverend Charles Ezerskis, Team Manager*

ARCHDIOCESE OF CHICAGO

Administrative Assistant
to the Cardinal



Post Office Box 1979
Chicago, Illinois 60690

(312) 751-8219
Fax (312) 337-6379

August 16, 1993



Dear [REDACTED]:

I am very sorry for what you and your family experienced at the time of your mom's funeral from Saint Camillus Parish. I can only imagine the pain you feel from this difficult time and want to assure you of my continued concern.

It was good that you spoke with Father Siwek and followed up with him on the telephone. As dean, he is the competent person in this instance. I, too, have spoken with him on the telephone regarding this matter.

I wish we could turn the clock back a few weeks to repair the damage that took place. Unfortunately, we cannot do this. We have to move on. It is my hope that, with time, you will feel God's healing presence with the knowledge that your wonderful mother is at peace with the Lord and the memory of harsh words at her wake and funeral will diminish.

Know of my thoughts and prayers for you and your family.

With warm regards,

Sincerely yours,

A handwritten signature in cursive script that reads "Kenneth Velo".

Reverend Kenneth Velo
Executive Assistant to the Cardinal

bcc: Reverend Jerome Siwek

DATE: August 11, 1993

NAME: Rev. Norman Czajka

PARISH: St. Camillus

Please select the name of one priest that you would like to serve on your Evaluation Team.

Rev. Thomas Purtell

*ST. JOHN FISHER
10234 S. WASHTENAW AVE
CHGO, IL. 60642*

ALTERNATE: Rev. John Flavin [REDACTED]

THE EVALUATION TEAM MANAGER SELECTED BY YOUR DEAN IS:

Rev. Charles Ezerskis

of Our Lady of Charity

If for some reason you would prefer someone other than the above on your Team, please notify our office.

PLEASE RETURN WITHIN 10 DAYS TO:

OFFICE OF APPRAISAL AND EVALUATION
25 WEST CHICAGO AVENUE
CHICAGO, IL 60610

SIGNATURE: *(Norm) Norman M. Czajka* DATE: 9/7/93

received 164
9/10/93 HCK

AOC 011957

[REDACTED]
September 8, 1993

Fr. Kenneth Velo
Archdiocese of Chicago
155 E. Superior
Chicago, IL 60690

Dear Fr. Velo:

I spoke to you on the phone on July 20, 1993, and wrote you a letter on August 4, 1993 regarding the painful and unprofessional behaviour of Fr. Norman Czajka of St. Camillus Church, at my mother's wake. I did receive your letter in response, and had one follow-up conversation with Fr. Siwek on August 10, 1993.

My brother, [REDACTED] (Administrator of the estate), my sister, [REDACTED], and myself are now busy trying to settle the affairs of our mother's estate. In this process, as I wrote to you and mentioned to Fr. Siwek, we have found some very disturbing things in our mother's apartment and personal diaries.

As mentioned previously, my mother was not a wealthy woman.

Bills presently pending against the estate are: 1) in excess of \$40,000 in medical bills during the past two years (insurance is expected to pay some of these, but not all), 2) approximately \$5,000 in burial expenses, 4) attorneys' fees to handle the estate, and 4) credit card bills exceeding \$15,000.

It seems that Fr. Norman Czajka was the recipient of many expensive gifts for the past few years. These are verified by receipts and entries in her diaries. Some gifts, to mention just a few: 1) approximately 12 stoles, chasubles and albs, 2) gold cuff links (\$804), 3) Malachite cuff links (\$500), 4) Ralph Lauren bed sheets (\$459), 5) 19" Sony Color T.V., 6) 2 Casablanca fans, 7) leather coats, 8) custom-made suit from Marshall Field's (\$500-\$600), etc., etc., etc. Some items were specifically requested by Fr. Czajka.

The bills for these gifts were never paid in full; only minimal monthly payments were made, to basically cover the interest charged. For the past few years, her accounts were all past due, and some had collection agencies assigned to them.

At the present time, the estate only has collected assets

of approximately \$4,000.

Fr. Norman Czajka is named as the beneficiary of an annuity; the largest asset.

I also must mention that we have, in our possession, some extremely personal items of Fr. Czajka's which were found in our mother's apartment.

Our attorney met with Fr. Czajka on August 26, 1993 regarding these findings, and spoke to him again on September 1, 1993, with no satisfactory answer received.

The finding of these articles and the reading of our mother's diaries has been a painful endeavor. Surely, it is comforting to know that her faith and parish has meant so much to her in her later years. She was a devout Catholic who made significant contributions to apostolic missions around the world. We have only been heartened by her actions.

However, the entries in her diaries also begin to exhibit a rather surreptitious and increasing influence of Fr. Czajka. Many entries show that she took Fr. Czajka's wishes to be her commands, and within days she bought whatever his heart desired. The extravagance of her expensive gifts for him leaves a bitter taste in our mouths. Mind you, for her own personal needs, she was quite frugal and modest.

I have already cited a partial list of the gifts, not mentioning innumerable and expensive lunches and dinners she had paid for.

To us, this begins to look like undue influence, or the improper use of power and authority as a priest over our mother, by this man of God. Was my mother so naive as to be completely enamoured by this man? Perhaps, but is it not expected of the parish priest to live modestly, and discourage such patronage from a misguided soul? We would hope so.

If Fr. Czajka had practiced his profession with compassion and kindness before and after her death, I probably would not be writing this letter. What seems most painful is his cruel and disparaging comments to our mother while she was alive, and his continued verbal assault during her wake. How could this come from a man of the church, and a man of God? We feel he has manifested gross impropriety in his behaviour.

We would also like to know what official position the Archdiocese of Chicago has taken in this instance. We hope it

• is more than a pallid reprimand.

Sincerely,





ARCHDIOCESE OF CHICAGO
 OFFICE OF APPRAISAL AND EVALUATION
 25 West Chicago Avenue
 Chicago, Illinois 60610

Department of Personnel Services
 Telephone: (312) 944-7790

11/5/93

MEMORANDUM

TO: Rev. Charles Ezerskis [Team Manager]
 FROM: Rev. Edward F. Upton, Director
 Office of Appraisal and Evaluation
 DATE: September 16, 1993
 RE: Evaluation Process: Rev. Norman Czajka

JOE GREMALT HAS AGREED TO
 TAKE ON THIS RESPONSIBILITY.
 I NEED AN EXPERIENCED PERSON
 TO DEAL WITH NORM CZAJKA, AS
 THERE ARE CURRENT ISSUES THAT NEED
 TO BE ADDRESSED

Jerome Siwek

*sent materials on
 11/19/93*

Fr. Norman Czajka is concluding his term as pastor. The evaluation process is now beginning.

Fr. Jerome Siwek [Dean] has asked you to serve as Team Manager. I presume you have agreed.

In order to review the process, as well as serve as resources to one another, I would like to invite you to a meeting:

Wednesday, October 13, 1993
 11:00 - 12:30 PM
 Office of Appraisal and Evaluation
 25 West Chicago Avenue
 Chicago, IL 60610

At this meeting, I will also distribute the evaluation materials. Please call my office at 312/944-7790 to R.S.V.P. If you are unable to attend, please call and we can arrange an alternate method for distribution of the materials.

Please accept my thanks for your work in this process.

cc: Rev. Jerome Siwek, Dean

received
 11/14/93



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION
25 West Chicago Avenue
Chicago, Illinois 60610

Department of Personnel Services
Telephone: (312) 944-7790

MEMORANDUM

TO: Rev. Thomas Purtell [Priest Team Member]
FROM: Rev. Edward F. Upton, Director
Office of Appraisal and Evaluation
DATE: September 16, 1993
RE: Evaluation Process: Rev. Norman Czajka

Fr. Norman Czajka is concluding his term as pastor. The evaluation process is now beginning.

Fr. Czajka has asked you to serve on the Team with Fr. Charles Ezerskis, Team Manager. I presume you have agreed.

In order to review the process as well as serve as resources to one another, I would like to invite you to a meeting:

**Wednesday, October 13, 1993
11:00 - 12:30 PM
Office of Appraisal and Evaluation
25 West Chicago Avenue
Chicago, IL 60610**

At this meeting, I will also distribute the evaluation materials. Please call my office at 312/944-7790 to R.S.V.P. If you are unable to attend, please call and we can arrange an alternate method for distribution of the materials.

Please accept my thanks for your work in this process.

cc: Rev. Jerome Siwek, Dean

Sept. 16, 1993

Dear Fr. Vello,

This letter was written on Sept 8,
and has been in our lawyer's hands
for the past week.

Words on paper can never truly
express the pain and emotion behind
them. I met with Fr. Sivore of my
parish, St Cyril + Methodius - Lemont,
this morning. I trust that he has
conveyed our suffering, feelings and
concerns to you. If Fr. Czapka could
benefit from alcoholic treatment,
if that is the cause of this behaviour,
perhaps that should be considered.

We are not after retaliation; as
Christians we are interested in interment
and prevention of this ever happening
to another person.

We are also not after the annuity
for our own personal welfare. We
are extremely concerned that Fr. Czapka
may learn that he can benefit
monetarily from this type of behaviour.
If the Archdiocese feels that he is
entitled to the annuity, so be it.

If you feel it should be used toward
the settlement of the bills of the
estate, and the proceeds to be donated
to Catholic Charities or some charity of
our classing, that is acceptable.

The family would also be willing to
have the entire amount go to some
charity, hopefully to benefit abused
women and children.

I must stress, we are not looking
to personally benefit from this. We
will leave this matter and decision
up to you. It is not a legal issue,
it is an ethical and moral one.

I am more than willing to meet with
you personally regarding this whole
painful ordeal. Just let me know
the time and place, and I will be
there.

I pray that some good will come out
of this anguish and pain. I pray that
my sister and I would one day be
able to forgive, and that we will
become more empathetic to others who
are in pain, and suffering some loss
or injustice. And I truly hope and

pray, from the bottom of my heart
that Fr. Czajka receives any help that
he may need.

Sincerely,

[REDACTED]

Sept, 18, 1993

Dear Fr. O'Malley,

Enclosed you will find some copies of correspondence between myself and Fr. Vello, during the past 2 months. The incident addressed is the behaviour and dealings of Fr. Norman Czajka of St. Camillus Church.

This whole matter is very distressing to me. I met with my pastor, and Chairman of the Archdiocese Priest Personnel Board, Fr. Vic Sivoie on Thursday, Sept 16 and related the whole story and our findings. He spoke to Fr. Vello, at length, on Fri Sept 17, and advised me to send all my correspondence to you. They assured me that you are the proper person to handle this situation. I'm sure Fr. Sivoie can clarify the problem to you.

I would be more than willing to meet with you to discuss this matter. I will be awaiting your reply. Sincerely,

[Redacted signature]

ARCHDIOCESE OF CHICAGO

Administrative Assistant
to the Cardinal



Post Office Box 1979
Chicago, Illinois 60690

(312) 751-8219
Fax (312) 337-6379

MEMORANDUM

TO: Father O'Malley ✓
Father Canary

FROM: Father Velo KV

DATE: September 20, 1993

RE: Attached correspondence

Pat and John,

Initially, this situation came in as an isolated problem regarding Father Czaka and his behavior at a Funeral Mass. I directed this matter to Father Jerry Siwek, the Dean of the area where Saint Camillus is located.

As you can see from the letters of September 8th and 16th, there is apparently more to this situation and I believe it is no longer in the competence of the dean.

Would you please look into this matter further. Father Siwek and I have both been involved to some extent, as is evidenced from the previous correspondence. If you need anything further from me or Father Siwek, please call.

Please let me know how to respond to the attached. At this point, I called [REDACTED] this morning to tell her that her letters have been received.

Thanks.

Enclosures

AOC 011967



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/1/93

Re: Norman Czajka

Fr. Czajka is the pastor of St. Camillus parish. I have received a series of communications from Fr. Kenneth Velo, the Cardinal's secretary, regarding an incident that took place at the wake of a [REDACTED]'s daughter, [REDACTED], of [REDACTED] in [REDACTED], Illinois [REDACTED], wrote a long letter to Velo in August of 1993. Velo referred the matter to Fr. Jerry Siwek, the local dean, who spoke with [REDACTED]. Siwek then interviewed Czajka and warned him against similar behavior in the future.

However it seems that, once the family of [REDACTED] began to go through her effects and put her personal affairs in order to settle her estate, they found a number of shocking things. Their mother was in fairly serious debt, much of it attributed to credit card buying. The family went back over their mother's date books and semi-diaries for the last five years. There are many entries in the books, summarized and submitted by [REDACTED], which indicate that [REDACTED] bought Norman Czajka many, many personal gifts. Also, according to the book, [REDACTED] had lunch and dinner many, many times with Czajka, especially in 1991 and the early part of 1992. On only a couple of occasions does she mention that he paid for the meal.

In addition, a few months before her death, [REDACTED] transferred \$35,000 into an annuity payable only to Fr. Norman Czajka. Her present estate is worth about \$4,000 and her debts are probably up to \$30,000. The family is outraged. Legally the annuity does not seem to be contestable. They are even more outraged because, when they inspected their Mother's house, they found cigar butts in the kitchen, in [REDACTED]'s bedroom, in the living room. [REDACTED] did not smoke cigars. There was also a decanter of good Scotch in the dining room, ready to be drunk. [REDACTED] did not drink. Hanging in her closet and also placed in her bureau drawer were different articles of Czajka's clothing. They were initialed N.C. There were clergy shirts, clergy pants, underwear.

AOC 011968



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

The events at the wake are detailed in the notes that have been passed on to me by Fr. Velo. The family claims that Czajka smelled of drink that evening and that he was very offensive and insulting to their mother. The family says a Sinsinawa Dominican nun who was a very good friend of [REDACTED]'s, Sister [REDACTED], O.P., also witnessed on several occasions Czajka's blatant insulting of [REDACTED] at the very time when she was hosting or entertaining him.

When [REDACTED] had completed [REDACTED], she had a little party at her home to celebrate it. Present were another woman, an uncle [REDACTED], who I believe is her brother, as well as Fr. Norman and Sister [REDACTED]. On that occasion, and this is attested to both by Sister [REDACTED] and also by Uncle [REDACTED], Norman was very insulting and really put [REDACTED] down. Sister [REDACTED] went to [REDACTED] and said why do you allow him to do this to you? [REDACTED] dismissed it peremptorily, always making excuses for Czajka.

The lawyer of the [REDACTED] estate has approached Czajka saying that he should turn over the annuity to the estate to help pay off the debts. Czajka had a lawyer himself who said that that was not necessary. The family is irate. They say they do not want any of the money from the estate but they do feel that in justice and ethically the money in that annuity should pay off the debts, a good deal of which was run up because [REDACTED] bought so many gifts for Czajka.

Nowhere in [REDACTED]'s effects is there any letter or note from Czajka indicating his response to [REDACTED], refusal of the gifts, or warning against the relationship. [REDACTED] had the habit of saving everything, including copies of letters that she had sent to Czajka. Her letters are of a poetic nature and towards the last two years of her life seem to get warmer on [REDACTED]'s part. The letters themselves seem to indicate a woman who felt close to Fr. Norman. They concentrate on the spiritual and poetical side of their relationship.

It is possible that [REDACTED] was obsessed with Fr. Czajka. If so, she seem to have bought many things for him, some of them, according to her diary entries, at his request. Czajka told the lawyer that he did refuse some things and that most of what she bought was for the Church. That does not jibe with the notes that are in [REDACTED]'s date-books which I did look through.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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They are more date books with notations under certain days than diaries.

The family has the receipts for a number of purchased items most of which were for a man, and nobody in the family received those gifts. The family has a copy of a letter from a salesman at Marshall Fields explaining that [REDACTED] wanted to give this nice \$600 suit to Norman Czajka and that he would come in for fitting. The salesman wrote telling [REDACTED] that it was a wonderful gift that she was giving Fr. Norman Czajka. His name is mentioned in the letter. Later on, after the fittings, according to the date-books, Czajka picked up the suit.

The family is very angry about Czajka's actions at the wake. They feel that he has hurt them very deeply and hurt their faith in the Church. [REDACTED]

While she was describing to me what Fr. Norman did and what they found in [REDACTED]'s house, [REDACTED] was extremely agitated, very hurt, very angry, and wanting more than just a slap on the wrist for Norman Czajka. The family feels that Czajka needs help for his drinking. They also feel that he needs to be told that he is doing something immoral in the sense of accepting this money when there are credit charges against the woman's account. I will meet with Czajka to get his point of view in this whole thing and see where we go from there.

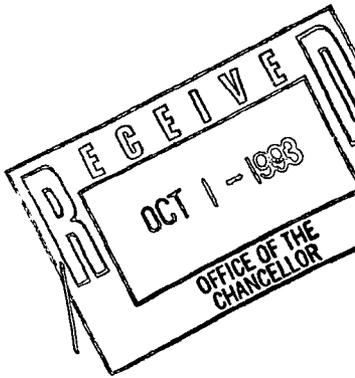
I informed the family that I would keep in touch with them. I will call [REDACTED] who will then keep her brother [REDACTED] informed. I will also call the sister, [REDACTED].

ACKNOWLEDGEMENT OF MISCONDUCT POLICIES

Please check one:

I acknowledge that I have read and am familiar with the Archdiocesan policies and procedures regarding sexual misconduct with minors, adopted September 21, 1992.

Please send me a copy of these policies and procedures.



Signature: *Norman M. Czajka*
Name (printed): REV. NORMAN M. CZAJKA
Address: 5426 S. LOCKWOOD AVE.
City, State, Zip: CHICAGO, IL 60638



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/6/93

Re: Rev. Norman Czajka

John Canary and I visited with Fr. Czajka here at our office on 10/6/93 from 9 A.M. to 10:30 A.M. We told him how the matter of [REDACTED] had come to our attention and we outlined for him my conversation with [REDACTED] and [REDACTED]. We pointed out to Fr. Czajka the inappropriateness of his actions at the wake of [REDACTED]. We then pointed out to him the seeming inappropriateness of his relationship with [REDACTED].

Czajka denied any sexual involvement with [REDACTED]. He says he never spent an overnight at her apartment. He admits that he did receive gifts from her which on a number of occasions he found embarrassing. He told her of his embarrassment but she continued to give him the gifts. He admits that especially in '91 and '92 he would often go to lunch or dinner with [REDACTED] and she would pick up the check.

He says he does not understand how the articles of clothing got into her apartment. He never gave them to her and he never spent time at the apartment. We pointed out that the articles were not new articles but were marked with his initials. He told us that he did not even miss the articles of clothing and he had no idea how they got there. He said that he had only been at her house on a couple of occasions in the course of a year. He does not know how the cigar butts got into her apartment.

At one point, according to Czajka, [REDACTED] was buying him these cigars, which he liked. He told her not to buy them for him because he could get them much cheaper at wholesale. She then asked for one box and he bought one for her. That would explain the existing unopened box. We do not know how the cigar butts got into the ash trays at the apartment.

We questioned him as to his motivation for his words and actions on the night of the wake. Czajka was not able to answer that. He said that they had celebrated their parish name feast that evening and he had some priests over for dinner and he did have a cocktail or two. He did not feel



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

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that he was under the influence at the time. He acknowledges that a letter of apology to each member of the family might be helpful. I will help him write those letters. Although legally speaking, Czajka has a right to that annuity money and indeed already has it deposited in a three or six-month CD, we explained to him that morally and professionally that money should go to help pay for the expenses of the estate of [REDACTED]

Czajka says that he did not know that she had established this annuity for him. It came as a surprise to him. He agreed that this money could be a real problem if he kept it and therefore he decided that he would, with our help, turn it over to Catholic Charities. A social worker would then work with the family to settle the debts. Whatever is left after that will not accrue to Fr. Czajka but will accrue to the Catholic Charities. I called Charities and received the name of Sharon Bordo at [REDACTED], who handles this sort of situation for Catholic Charities.

I told Czajka that we should move on this as quickly as possible. The quicker we move the better chance we have of resolving this difficulty with the family in an amicable way. I will contact Charities and then be in touch with Czajka. The money may incur a penalty because it has been placed in a non-removable CD, but that is acceptable at this time.

In the end we told Czajka that his willingness to cooperate in this matter is a sign to us that we need take this matter no further.

St. Camillus Church

5428 SOUTH LOCKWOOD AVENUE
CHICAGO, ILLINOIS 60638
PHONE: 767-8183

Pat,

I found the check. Deo Gratias!

Norm

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER



CASHIER'S CHECK

DATE 10/08/93 19
VOID AFTER 180 DAYS FROM ISSUE

PAY Thirty Eight Thousand One Hundred Ninety One and 29/100***** \$38,191.29

THE PURCHASE OF AN INDEMNITY BOND MAY BE REQUIRED BEFORE ANY CASHIER'S CHECK ON THIS BANK WILL BE REPLACED OR REFUNDED IN THE EVENT IT IS LOST, MISPLACED, OR STOLEN.

TO
THE
ORDER
OF

CATHOLIC CHARITIES

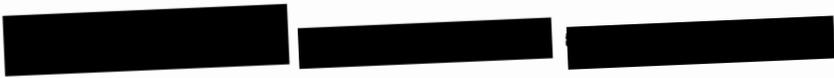
REMITTER: REV. NORMAN M. CZASKA

Norman M. Czaska

Deirdre Aron

Two signatures required for amounts over \$5,000

THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK - HOLD AT AN ANGLE TO VIEW



St. Camillus Church

5426 SOUTH LOCKWOOD AVENUE
CHICAGO, ILLINOIS 60638
PHONE: 767-8183

October 19, 1993

Dear [REDACTED],

(While you may find it difficult to believe) I would like to offer you at this time my sincere apology for any and all of the hurts that I caused you at the time you were suffering the great pain of your mother's death. I know that the loss of your mother at a relatively young age had to be a shock for each of you as I assure for me. Perhaps this might shed some light on some of the "derrogatory" remarks that you heard me say. There is no way that I would say anything that would put your mother down; as I said, she was in my opinion "too good", a real christian, who by nature was destined to be misenterpeded. It was in this sense that I referred to her as "a stupid women", "a dumb women", not reflecting on how you interpreted my words and the hurt that that you all felt. I should have felt remorse for the pain I caused you, but not having intended to do so, how could I make up for what I said. The first indication I had came immediately after I talked with you I talked with your Aunt [REDACTED] who asked me what had happened. I explained briefly that you seemed to have been upset by what I had said and she explained that you were upset over your mother's death and that I would best let time heal the wounds. I felt that you would not understand a simple but but sincere "I'm sorry for what I said". Not wanting to cause a scene, I figured that the funeral Mass and my homily would explain how I really felt about your Mom. (In the back of my mind was the hurt that I felt over your remark taht if it were up you, you would rather that I would not participate in the funeral Mass. This made me think of another comment that I had made, which you did not quote, "I'm glad that your mother was a better christian than you seem to be". I shouldn't have said that either. But anyway, I was disturbed by the experience I appeared to me that you were not going to go to communion at your mother's funeral Mass. I was pleased that you had the courage in the end to cross over to Father Stanley to receive Holy Communion.

As I said your mother was a devout and faithful catholic, giving of herself completely, financially and personally as regards her time, and freely, working without financial reimbursement. She was very good to all of us at St. Camillus, especially to me. I had the privilege of being her confessor, which was a humbling experience for me. I called her attention to the fact that she needed proper rest, and she assured me of the fact that she took a satisfying nap each day. She truly gave of herself daily. I must also confess that she

St. Camillus Church

6428 SOUTH LOCKWOOD AVENUE
CHICAGO, ILLINOIS 60638
PHONE: 767-8183

showed a special affection towards me, which I pointed out to her was not proper. Nothing I said could dissuade her from this. She continued to take special interest in me and in my needs, real or imaginary. While she bought gifts for everyone, she was overly generous with me. I pointed this out to her, but she continued in her generosity. I enjoyed her company for dinner on many occasions. I always insisted that she chose the restaurant. I would specify what I was in a mood for, Italian, seafood etc. She would proudly tell me of the various raises she received ^{at work} and never even hinted that she was going beyond her means.

I was completely surprised when I was contacted by your lawyer, asking me if I knew that [redacted] had left me some money. I immediately told him about the fact that your mother ^{had} approached me with a bank book in which she had set aside \$5,000.00 for me so that sometime in the future we could take a trip to Egypt. He then informed me that he knew nothing about this sum, he was talking about a much larger sum, and that you were going to contest my receiving it. We made arrangements to meet at my rectory and he proceeded to inform me about all of the bills that ~~you~~ ^{you were still outstanding} were ~~stuck with~~. I informed him that I would be happy to pay for anything that was not covered by insurance. I was very surprised when I was informed that somehow you felt that I had your mother under ~~some~~ ^{under a spell} sort of spell. If this was true, it had to be a self imposed spell, for which I am truly sorry. I hate to think that it caused you to hate me because of it. I have decided to give all of these funds to Catholic Charities with the instructions that they cover any bills that would be imposed on you because of your mother's generosity. I hope that this will be satisfactory to you. I feel that your mother would not object to this.

I pray that you will find it in your hearts to forgive me. I pray that you will also remain reconciled with the Church.

Keeping you always in my prayers,

Rev. Norman M. Czajka

AOC 011976



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

October 19, 1993



Dear [REDACTED],

I tried calling today to bring you up to date as to what was happening, but I was unable to reach you. I may not be able to call again within the next couple of days. It has been a couple of weeks since you came to visit so I thought I should get back to you with what has transpired.

Fr. Canary, the other Vicar for Priests, and I met with Fr. Czajka on October 6, 1993. We told him the entire story as you and your brother had given it to me on October 1. We informed him of the depth of your outrage, anger, frustration, and hurt. We stressed not only your feelings, but also how we ourselves would have felt had someone spoken of our Mother as he did of yours.

He was truly chastened and seemed very remorseful. He admitted his friendship with your mother but denied any impropriety. He described your Mother as a very generous woman who often gave gifts not only to himself, but to others as well. There were times, he said, when he tried to tell her she was being over-generous, but she persisted.

Father said that he had no idea that [REDACTED] was in such debt. When he would comment on how much she was spending on gifts, she would say that she had received raises in pay at her work.

We reflected with Fr. Czajka about how appropriate and just it would be to use that money gift to help pay for your Mother's outstanding bills. Fr. Czajka agreed to your suggestion that the money be given to Catholic Charities. He is sending us the check for the full amount. I will take this check made out to Catholic Charities and deliver it specifically to a social worker named Sharon Bordui who will handle the matter from that point on. I have instructed Sharon about the situation and about the outstanding debts

AOC 011977



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for [REDACTED]'s estate.

As soon as I deliver the money into her hands, I will notify you, so that you and your attorneys may be in contact with Ms. Bordui. As you have previously suggested, whatever is left after the debts are paid off, will be given to Catholic Charities for their work.

Fr. Czajka has told us he will be writing a letter of apology to your family. I know that what has been done is not easily undone. But I do hope that Fr. Czajka's willingness to recognize the impropriety of his words and to seek your forgiveness for his actions and words at the wake, plus his readiness to abide by your suggestion for the disposition of [REDACTED]'s gift annuity will take some of the sting out of the pain that you had felt at your Mother's wake.

If you have any further questions about this matter, please do not hesitate to call me at 312-642-1837. God bless you and your family.

Respectfully yours,

Rev. Patrick O'Malley
Vicar for Priests



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VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo to File
From: Rev. Patrick O'Malley
Date: 10/19/93
Re: Norman Czajka

I met with Norman Czajka this morning to go over the letter that he has written to the [REDACTED] family. I suggested some minor changes. Czajka will send the check by mail to our office and I told him how it would be routed through Catholic Charities with the help of the social worker.

I told him I would be contacting [REDACTED] to let her know what has transpired. I called [REDACTED] this afternoon but was unable to get anyone so I am writing her a letter today.

It is our hope that the letter may help to soothe the family feelings a little bit and that the decision to have the money go to Catholic Charities will be an additional help.

*St. Francis
of Assisi*



TO: Rev. Patrick J. O'Malley
Rev. John F. Canary

FROM: Rev. Edward F. Upton

DATE: 22 October 1993

This afternoon, October 22nd, [REDACTED] from St. Camillus Parish, called. She was concerned about an explicit sexual class that Fr. Czajka conducted with the Confirmation class. She called me because she "heard" that I was in charge of evaluations and that she was aware Fr. Czajka was being evaluated.

Because of the nature of her concern, I felt it more appropriate that she deal with your office. Her phone number is [REDACTED].

EFU/bg

13971 Creek Crossing Drive Orland Park, Illinois 60462 (708) 460-0042

AOC 011980

Phone Call from [REDACTED] (St. Camillus) 10-22-93, 4:50 p.m.
[REDACTED]

"There was a verbal incident in the 8th grade classroom. Eighth graders were spoken to by the pastor in regard to sex. If you want more details, please call me."

Phone Call from [REDACTED] 10-22-93, 5:00 p.m. "I would like to talk to you about an incident at St. Camillus." [REDACTED]

Phone Call from [REDACTED] 10-22-93, 5:15 p.m. "Like to speak with you regarding Fr. Norman. Please return my call." [REDACTED]

Phone Call from [REDACTED] 10-22-93, 7:00 p.m. "Calling to register a complaint against Fr. Norman." [REDACTED]

Phone Call From Sr. Margaret Farley: 10-22-93, 4:10 p.m.

"This is regarding a new case - it's Fr. Norman Czajka, pastor at St. Camillus which is across the street from Midway Airport - Lockwood Ave. and 55th St.

This involves several calls I've gotten from the principal, Sr. [REDACTED] - Holy Family of Nazareth nun - and this has all happened in the last few days but I wrote down what she said and I'll try and retrieve it. I've already talked to Ralph Bonaccorsi and this priest is known to them over there.

The priest is - I don't know - maybe in his 50's [REDACTED]

[REDACTED] and was assigned there (St. Camillus) to help with Masses - I don't know 5 or 6 yrs. ago and the pastor dropped dead and he has a very poor memory and he suddenly became pastor and they have figured out to write things and other different things to help him remember he's supposed to be places and do things.

He's not liked - people go to the Dean about him all the time and they are very frustrated so that's the background but in September, the principal told me that they were supposed to host Mass on a Saturday for the Apostolate of the Handicapped and none of them knew anything about it until someone from that Association called the parish and wanted to know if everything was in place and that was the first the secretary knew anything about it because the pastor had forgotten about it. They came through and she knew they would and she would get kids to push the wheelchairs or whatever they had to do - I guess it is a meal and a Mass and she said she just found out that Father came along when the boys were horsing around with the empty wheelchairs and riding themselves in circles or something and he called them 'jag-offs'. I didn't know what that meant until today. A mother called and told the principal that if he ever dared use such a term with her daughter there would be trouble. (Per Sister that mother was [REDACTED]).

In October (Wed., Thurs., and Fri. of this week), Wednesday the principal was told by the 8th grade teacher that she left her religion class to Father which is common around Confirmation time and as the teacher came back, she heard the Pastor explaining masturbation and sexual arousal and she was floored! She talked to the pastor in the hall or something and told him that this was a mixed group and very immature and she didn't think it was a wise idea to be doing this as part of the Confirmation program. Yesterday, Thursday, Oct. 21, when the principal got back from a principal's meeting where I had been with her where she had talked to me about her frustrations with this man (nothing about sexual overtones), she called me and told me about what had happened the day before and then that day (Thursday) when she got back, she had a call from a Mom saying that her child came home today and said that Father explained intercourse in great detail today to the Confirmation 8th Grade and the mother wanted to know what this had to do with Confirmation. The principal who is 40-ish I guess said

maybe it was done in the context of being a responsible young person and the mother said 'no.' The principal said 'I wasn't there and Mrs. So and So you weren't there maybe you should call Father yourself?' She said she would but said 'I also know the Dean's number.' Well, they have called the Dean previously because they are so frustrated by this man.

Today, Friday, October 22, the principal called me about an hour ago and said 'as I told you yesterday we were going to Aylesford Retreat Center with the CCD kids and our kids.' As part of the conference, which was to be conducted by Fr. [REDACTED] of Aylesford, who they've had before who's very good with kids and she warned Fr. [REDACTED] that something had happened in the last two days and she didn't know what might happen today. He said 'what does he do - get his kicks out of this?' This is exactly what Sr. Lenore had said to me. She wondered if this was some kind - whether he got some kind of satisfaction out of talking about sex.

Somehow they separated the kids and she took the CCD kids outside so that they could have their own kids alone. The kids were given a piece of paper and were asked to write out how they felt about what had happened the last 2 days in religion with Fr. Norm. They could sign or not sign but they wanted to know how the kids felt. Stuff came back - she started reading it to me - she promised she'll give me a copy of all of them. Things she was reading to me said - 'how does rubbing one's penis and getting a pleasant feeling have anything to do with Confirmation?'... 'Mrs. [REDACTED] (8th grade teacher) should be teaching us this stuff - we're more comfortable with her.'... 'Father is a pig, mean - I don't like Father, Father is a jerk.'... 'how does he know these things?' She (Sr. Lenore) had to stop talking because there were mothers outside the door. She hung up."

Phone Call From Sr. Margaret Farley: 10-22-93, 4:30 p.m.

"Sister [REDACTED] had meeting with four mothers - two of them feel it was total inappropriate sexual misconduct and Sister told them she did call OCE. The other two feel it was typical of how he treats people - homilies are atrocious, etc. They are concerned about the future development of the faith of their sons. One of them is going to see the Dean. She also found three had called the Dean today. (The Dean is Fr. Gerry Siwek, pastor of St. Richards). [REDACTED] said she will give me copies of what the kids wrote reluctantly. She's going to see Father and tell him the parents had come and for his own protection she or the 8th grade teacher will be there when he teaches religion.

When I called Ralph Bonaccorsi, he put speaker on so Mike Bland and Ralph heard what I was saying. Nothing else to report now. Sr. [REDACTED] lives at St. Camillus Convent. My home phone is [REDACTED]
[REDACTED] "



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

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CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File
From: Rev. Patrick O'Malley
Date: 10/23/93
Re: Norman Czajka

On Friday, 10/22, I received a call from [REDACTED], a parishioner at St. Camillus Church. She complained about Fr. Norman Czajka.

Apparently Czajka went into the Confirmation preparation class and began to talk about the sixth commandment. He got into very explicit language about the sexual parts of the body and how they work. Some of the children were upset and reported it to their parents. [REDACTED]

[REDACTED] I have another phone call to return to a [REDACTED] also a member of the parish.

I told [REDACTED] that I would speak to Fr. Siwek Chivek, to whom I referred her. Siwek is the Dean for that area. She told me that she had already spoken to him but that she wanted others to know as well. The principal does know and has reported it to the School Office.

On Saturday morning, 10/23, I spoke to Fr. Siwek. He informed me that there have been over the past two years of his term as Dean a number of complaints against Czajka. Mostly they are about him being rude or saying the wrong things to people. Siwek will send me his notes on these matters. In our discussion Siwek said that he would be at a convention with Czajka in Detroit the early part of this coming week. He will speak to Czajka. He will then refer Czajka to me and I will sit down and propose getting an assessment to see what if any kind of treatment we can help Czajka with. He may be in need of counseling at this time in regard to boundaries and we must follow up on this.

I put in a call to [REDACTED] on Saturday morning but and informed her we were taking the matter seriously. I told I would be meeting with Fr. Czajka at the first opportunity.

On Saturday afternoon, at around 3 PM, I received a phone call at St. Mary of the Lake. It was from Sr. [REDACTED], the principal of the school. She assured me that she thought Fr. Norman was a good man. She did tell me the whole story of the



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incident in the school.

Czajka had gone in on Wednesday to talk about confirmation. He took up the 10 commandments. The teacher had left the room. When the teacher returned, she heard Fr. talking very specifically about sexual matters. She took him aside after the class and told him that normally sexual instructions were given apart from Confirmation classes. Also girls and boys were separated at that time. According to the Sister, Czajka did a similar thing the very next day in the classrooms.

She said that sometimes he can fly off the handle and offend people with his words. She cited an example of some young boy students who were helping at a Mass for the handicapped. They were fooling with the wheel chairs, sitting in them trying to see what it is like to be handicapped. Czajka apparently blew up at them and said some cruel things. Especially involved was one youngster who is a volunteer server often at the early Mass.

Sister wonders if his behavior indicates some physical problems. According to people at St. Casimir who knew him there, he was very nice during that assignment.



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Memo to File
10/23/93
From: POM
Re: Norman Czajka

On Sat., Oct. 23, I spoke to [REDACTED] and informed her that I was sending the check for \$38,000 to Catholic Charities, and specifically to Sharon Bordui, case worker, at 655-7008, or 655-7007. [REDACTED] and the family are to contact Sharon to resolve the debts outstanding on [REDACTED]'s estate. Sharon has been thoroughly briefed about this situation.

The letter sent to Sharon with the check is as follows:

10/23/93

Ms. Sharon Bordui
Catholic Charities

Dear Sharon,

Enclosed is the check for \$38,000 from Fr. Norman Czajka. I have contacted [REDACTED], daughter of [REDACTED], the woman from whose estate this \$38,000 came, about the fact that you are now the person to contact.

Her address is: [REDACTED]

I spoke to [REDACTED] on Saturday, Oct. 23, and explained how we were proceeding. I gave her your number and she will be contacting you. She seemed grateful that this aspect of the situation is being cared for.

Having already described to you the circumstances surrounding [REDACTED]'s gift to Fr. Czajka, I know you will be sensitive to the feelings of the [REDACTED] family. A good deal of healing still has to take place.

Fr. Czajka has sent a letter of apology to the family which, I hope, may help to assuage some feelings. I read the draft of his first letter, made some suggestions, and expect



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or hope that the final text will make amends.

Anyway, I am not sure that all of this will put the unfortunate situation to rest, so, if there is need for further intervention, please let me know.

Thank you for your attention to this delicate matter

Respectfully yours,

Rev. Patrick O'Malley
Vicar for Priests

Phone Call from Sr. Margaret Farley 10-24-93: "I just wanted to make a correction. Sr. [REDACTED] called me Saturday and she went to see Fr. [REDACTED] the Associate Pastor - not the pastor. He's a young fellow from Poland. She showed him the things the kids wrote and she told him what's been going on and he confided in her that he also has been concerned. At a Priests Cluster Meeting recently, he noticed (he arrived late) that the pastor had had a few drinks before lunch and he was very aggressive and all the other pastors were looking at him and so he sat next to him, put his hand over his mouth and said 'shut up.' He (the pastor) kept it up so he said it again and the pastor stopped whatever he was saying. The associate said he's been there five years and he's watching him deteriorate and he didn't know what to do either. Fr. [REDACTED] said he will talk to the pastor and suggest he not go back to teach religion and will even offer to replace him if it is so important to him and if he does go back, the principal or the teacher will be in his room for his own protection.

Sr. [REDACTED] also called Pat O'Malley at the suggestion of the Dean. There is some Polish meeting next week in Detroit and the Dean and the pastor will both be there so the Dean will talk to the pastor there. Just wanted you to know I made a mistake. Sr. [REDACTED] has made good judgments so far. I explained your role and O'Malley's role so that she would understand so things are under control and she will call me if anything happens."

St. Camillus Church

5426 SOUTH LOCKWOOD AVENUE
CHICAGO, ILLINOIS 60638
PHONE: 767-8183

October 25th, 1993

Dear [REDACTED]

I would like to offer you at this time my sincere apology for any and all the hurts that I caused you at the time you were suffering the great pain of your Mother's death. I know that the loss of your mother at the relatively young age had to be a shock for each of you as I assure you it was for me.

Perhaps this might shed some light on some of the remarks, that you heard me say. There is no way that I would say anything that would put your Mother down; as I said, she was in my opinion almost too good, a real christian, who by nature was destined to be misinterpreted. I should have felt remorse for the pain I caused you, but not having intended to do so, how I could I make up for what I had said. The first indication I had came immediately after I talked with you, I talked with your aunt [REDACTED] who asked me what had happened. I explained briefly that you seemed to have been upset by what I had said and she explained that you were upset over your Mother's death and that I would best let time heal the wounds. I felt that you were not understand a simple but sincere "I sorry for what I said". Not wanting to cause a scene, I figure that the funeral Mass and my homily would explain how I really felt about your Mom. What I said at the wake was not the way I felt about your Mother. What I said at the funeral Mass is how I really felt about her. I was disturbed by the fact, that I thought that you were not going to Communion at your Mother's funeral Mass. I was pleased, that you had the courage in the end to cross over to Fr. Stanley to receive the holy Communion.

As I said at the funeral, your Mother was a devout and faithful catholic, giving of herself completely, financially and personally as regards her time, and freely, working without financial reimbursement. She was very good to all of us at St. Camillus, especially to me. I had the privilege to be her confessor, which was a humbling experience for me. I often called her attention to the fact that she needed proper rest, and she assured me that she took a satisfying nap each day. She truly gave of herself daily. I must also confessed that she showed a special affection toward me, which I pointed out to her was not always for me to accept. Nothing I said could dissuade her from this. She continued to take special interest in me and in my needs, real or imaginary. While she bought gifts for everyone, she was overly generous with me. I pointed this out to her, but she continued in her generosity. I enjoyed her company for dinner on many occasions. She would proudly tell me of the various raises she received and never even hinted that she was going beyond

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her means.

I was completely surprised when I was contacted by your lawyer, asking me if I knew that [REDACTED] had left me some money. I immediately told him about the fact that your Mother had approached me with a bank book in which she had set aside \$5,000.00 for me so that sometime in the future we could take a trip to Egypt. The lawyer then informed me that he knew nothing about this sum, he was talking about a much larger sum, and that you were going to contest my receiving it.

We made arrangements to meet at the Rectory and he proceeded to inform me about all the bills that were still outstanding. I informed him that I would be happy to pay for anything that was not covered by insurance. I was very surprised when I was informed that somehow you felt that I had your mother under some undue influence. I did not feel that I had too much influence on her, but, if that is how you see it, I do apologize. Rather than put you through any more pain I have decided to give all these funds to Catholic Charities with the instructions that they cover any bills that would be imposed on you because of your Mother's generosity to me and to the Parish. I hope that this will be satisfactory to you.

I pray that you will find it in your hearts to forgive me. I pray that you will also remain reconciled with the Church.

Keeping you always in my prayers,



Rev. Norman M. Czajka

Phone Conversation with

Rev. Pat O'Malley, Vicar for Priests - 10-25-93:

I brought up to Rev. Pat O'Malley that I had received a few phone calls to my Office 800# over the weekend, beginning with Sr. Margaret Farley, a school consultant for the OCE, as well as from four different mothers from St. Camillus Parish, regarding serious concerns raised about Fr. Norman Czajka.

I told Rev. O'Malley that Sister [REDACTED] informed me that she had already been in contact with Rev. O'Malley in that the associate pastor at St. Camillus, Fr. [REDACTED], instructed her to call the Dean in the area about the situation, Rev. Siwek, who instructed Sr. [REDACTED] to call the Vicar for Priests, Rev. O'Malley.

Rev. O'Malley confirmed that he had spoken with Sr. [REDACTED] and had also received calls from two mothers, [REDACTED] and [REDACTED]. He said that the principal and [REDACTED] had told him the whole story regarding what Fr. Norman had referred to in the two Confirmation classes with the eighth graders the previous week. Pat O'Malley told me that he told the principal and the two mothers that the Vicar for Priests and Dean will address the situation with Fr. Czajka. He said that at least [REDACTED] seemed satisfied with his suggestion.

He informed me that Rev. Norman was apparently referring to the sixth Commandment when he had made reference to sexual activity and he had made a stupid mistake referring to sexual activity in the context of being there to prepare the kids for Confirmation.

POM reported that the principal told him that the school teaches a human sexuality course to the students but in a different context and not through or with Fr. Norman's involvement.

Rev. O'Malley assured me that his Office will follow up on this matter.

I told Rev. O'Malley that at this point, unless new or different information regarding more clear-cut sexual misconduct/abuse and some form of inappropriate physical contact, etc., was to be given to me by other sources, I would probably not be bringing this matter to the Fitness Review Board or confronting Rev. Czajka myself. Rev. O'Malley and I agreed that I could tell the callers that the situation is being referred to the Vicar for Priests Office at this point and the Dean Rev. Siwek, they are following up on the matter, and that they are going to follow-up their procedures with getting Fr. Czajka the help he needs.

I told Rev. O'Malley I would keep him posted about the situation and anything new or different that I learned. (Please see reference to memo of 10-29-93 call with [REDACTED] in which I make reference to another call I had with Rev. O'Malley providing him with further information I had received from the mothers).

Phone Call to [REDACTED], 10-25-93:

I was returning [REDACTED]'s call to my 800#. I explained my position to her and learned that the basic information I had received regarding Fr. Norman was the reason she had called my 800#.

She acknowledged that she had spoken to the Vicar for Priests, Fr. O'Malley. She said he told her that he had spoken to Ed Upton.

Her feeling was that "it's almost like a verbal, sexual assault" (i.e. what Fr. Norman was speaking about with the eighth graders in class).

She said that Father had described intercourse, and how a penis gets large, swells, and is inserted into the vagina.

She said "he was very, very graphic - that's what I am totally upset about." She said that for 25 minutes Father talked about it. She thought that was excessive.

The day before in class, per [REDACTED], Fr. Norman described masturbation with the class and then talked about sexual intercourse on Thursday. She stated that "as far as I'm concerned, that's sexual abuse."

[REDACTED] said that she has a daughter in the eighth grade who informed her about what Fr. Norman had taught them about.

She said that she has also spoken to the Dean, Rev. Siwek about this situation. She clarified that the adultery commandment reference was last Thursday in class, per her daughter, and in reference to that commandment is when Father started to talk about sexual intercourse.

She said that she cannot believe that this has happened.

I explained to [REDACTED], as she had discussed with Fr. O'Malley earlier, that at this point the Vicar for Priests Office would be following up on this matter to follow their procedures and get Fr. Norman help as well as confront him about the situation.

[REDACTED] wanted to tell me about some other inappropriate conducts that she said Fr. Norman has engaged in. For instance, she contended that "there is no question that he is an alcoholic. I have seen Fr. Norman many times drunk. He has a definite problem" in her view and [REDACTED] also believes that Father Norman has been drunk at Mass sometimes.

She described herself as [REDACTED]
[REDACTED]

She also said that Fr. Norman has referred to an altar boy as a "jag-off" and also that Father had punched an altar boy. The boy he punched, she stated, was a [REDACTED]. [REDACTED] said that she had heard this, although she did not actually observe it. She has also heard that Fr. Norman has shoved a [REDACTED] and as a result he has been terribly afraid to go to Mass to serve as an altar boy and cried in his parents' presence because of his fear of Father Norman apparently.

[REDACTED] feels that Fr. Norman has lost rapport in the parish. She said that he has been told "you are a male chauvinist pig" with some of his attitudes and he acknowledged it, she said, and responded "I know I am."

[REDACTED] said that Fr. Norman will contend that he has a memory problem and will use this in his defense and say that some things he's not clear about and cannot remember he has said. Apparently, [REDACTED] is doubtful about his claim.

She also referred to how many parishioners are aware that Father provided \$15,000 to what they consider "a con-man" who was to repave the entire church parking lot. Instead, Father admits that he gave the man the money up front and only four spaces have been paved.

Her question at this point is what the resolution will be of this situation and what the Archdiocese is going to do about Fr. Norman. She feels that "the man has to be reprimanded because I don't trust him anymore."

Regarding the masturbation/intercourse references by Fr. Norman to the eighth graders, she has heard that they have a counselor coming into school to talk to the kids about what they experienced, per Mrs. [REDACTED].

[REDACTED] said that she was not aware that Fr. Norman had admitted to Sr. [REDACTED], per my explanation to her, that he has now acknowledged and said that his comments in class were inappropriate and he owes an apology. She knows now.

I explained to [REDACTED] that the Vicar for Priests, Fr. O'Malley, will be confronting Fr. Norman about his discussion in class in the context of Confirmation and the Vicar for Priests Office intends to follow their procedures to get him the help he needs.

[REDACTED] intends to follow up with Fr. O'Malley and Fr. Siwek to see what is being done with Fr. Norman sometime in the near future.

[REDACTED] wants to make sure that Fr. Norman's behavior will not get worse and extend into actual, physical sexual misconduct with a minor. She is concerned that his verbal discussion about sexual intercourse with the eighth graders out of context when he was

supposed to be preparing them for Confirmation could lead to him acting out. That is the primary reason she contacted me.

In any event, I did provide her with the DCFS Hotline Number, as well as the Cook County State's Attorneys' number, and our Assistance Ministry information and number, should she want to contact any of those persons.

As I had told every other mother in this situation who had called me, I told her that at this point I would not be bringing this matter to the Fitness Review Board, however, if she learned information regarding clear-cut sexual misconduct or some form of inappropriate touching regarding Fr. Norman, I told her to please contact me.

Phone Call to [REDACTED] - 10-25-93:

I called [REDACTED] in response to her call to my 800# of 10-22-93.

[REDACTED] told me that she had already spoken with Fr. O'Malley. She said that Fr. O'Malley had spoken with Fr. Norman about this matter.

I basically noted to [REDACTED] about the fundamental information I had received and she confirmed that indeed that information was the reason she had called my 800#.

She said that "I just feel that I can't trust him anymore (meaning Fr. Norman)." Right now, she added that she is "very upset with St. Camillus in general" as to how they have dealt with this situation.

She said that she had directly confronted Fr. Norman about this situation. She said that all Fr. Norman kept saying was "I'm sorry." She spoke with him the other day and had called him. She asked Fr. Norman "what does sex, penis, vagina, and masturbation have to do with Confirmation?" [REDACTED] said that Father at first mostly mumbled. [REDACTED] told Fr. Norman that she did not appreciate his reference to such sexual descriptions in a Confirmation preparation class.

She said that Fr. Norman responded in trying to explain that "I'm a teacher." [REDACTED] responded "you just jeopardized your job."

She said that the way her daughter described what Fr. Norman had said to her was that the penis gets hard, throbs and how the head of the penis becomes very taut basically when intercourse occurs. It is not clear whether specific reference was made to how the penis ejaculates.

In any event, Fr. Norman told [REDACTED] that "I'm sorry. I promise I won't do it again." But [REDACTED] said to me that, even so, "I'm not satisfied with 'I'm sorry' from Fr. Norman at this point."

[REDACTED]

Her concern is "what's he going to do if we don't anything about this?"

She explained how she and other mothers have gotten my 800# from Sr. Margaret Farley who gave it to Sr. [REDACTED] who passed it on to

them.

On Wednesday, ██████████ said that Fr. Norman talked to the kids about masturbation and she understands that afterwards the eighth grade teacher told Father that there was no need to continue about discussions regarding sexual matters, but Fr. Norman went right ahead again on Thursday and proceeded to discuss sexual behavior once again with the kids. ██████████ said that her daughter asked Father in class "Why are you talking about this in Confirmation class?" He responded "Evidently, you are not mature enough" to hear about it, and then continued on.

██████████ said that she has also spoken to the Dean, Fr. Siwek, about Fr. Norman's "teaching."

Regarding Fr. Norman, ██████████ stated that "it's not just this - this is the topping of the cake; there are other inappropriate things he has done and said" she contended.

For example, with the altar boys at the church, ██████████ said that one of the kids was saying that Fr. Norman hit and punched an altar boy.

I asked her if she had heard that Father was making reference apparently to the sixth commandment when he brought up sexual intercourse on the previous Thursday in class. ██████████ acknowledged that Fr. Norman was indeed talking about the commandment "Do not commit adultery,".

In requesting how he described masturbation, per her daughter, ██████████ said that he described it "as having pleasure with oneself." However, ██████████'s daughter would not tell her mother more about how he described it.

██████████ was very thankful that I had called her back. She mainly wanted to make sure that this situation would not just be handled on the parish-level and that higher authorities should be informed about it. She said "I just want you to know that it is going on." (As a higher-up).

I explained to her at this point, I would probably not be taking this matter to the Fitness Review Board, although in matters brought to my attention alleging serious misconduct involving a child and an Archdiocesan priest, I normally and properly refer such situations to the Vicar for Priests, Fr. Patrick O'Malley. I told her that I had already spoken with Fr. O'Malley about this situation.

I acknowledged what Fr. Norman has already acknowledged - namely that it appears that what he was "teaching" about in class, given the context of Confirmation preparation, seemed inappropriate and

out of context, and that the Vicars had assured me that they will confront Fr. Norman about this matter, follow their procedures, and get Fr. Norman the help he needs.

I provided [REDACTED] with the DCFS Hotline Number, and the Cook County State's Attorney number, should see so desire to call such authorities, as well as our Victim Assistance Ministry number.

I told [REDACTED] that at this point I am conducting inquiries, gathering information, and that certainly if she obtains more information, particularly regarding any inappropriate touching, actual physical contact, actual invitations by Fr. Norman for sexual contact with a student or minor, that she should please let me know. She assured me she would.

Phone Call to Sr. [REDACTED] - 10-25-93:
(Principal at St. Camillus School)
[REDACTED] / Convent: [REDACTED]

I called Sr. [REDACTED], the principal at St. Camillus, to find out more about the information that Sr. Margaret Farley had shared with me through my Office 800# on 10-22-93.

Sr. [REDACTED] confirmed that she had been speaking with Sr. Margaret Farley, the OCE's School Consultant, about this situation.

She said that she had already spoken with both Fr. Norman Czajka's Dean, Fr. Siwek and the Vicar for Priests, Fr. Pat O'Malley.

Sister stated unequivocally "what Fr. Norman did/said was inappropriate language. But there was no physical contact or touching in any way."

Fr. Norman has gone in the past for Confirmation classes to the eighth grade. His reference to masturbation had never happened before in his six years at the parish and Sister said that she has been there the whole time Fr. Norman has been there.

She described the situation in that Fr. Norman had mentioned to the eighth grade class the previous Wednesday the idea of masturbation. The eighth grade teacher had been instructed by Fr. Norman to leave the room. When she returned at class end, she heard Father's reference to masturbation. Some kids laughed and noticed the teacher's facial expression. He was told by the teacher that there is already a Human Sexuality course with the eighth graders, which is always done in separate groupings; that is, the boys alone in one group and the girls alone in another group.

Sister went on to explain that in that course the eighth graders' parents are always told what is discussed in class and they are shown a video on T.V. to see what the kids see in the sexuality course. She added that the parents receive written handouts that the children take home about each class which is discussed.

Sr. [REDACTED] said this is the second or third year the school has done the course; she assumes Fr. Norman already knew about the course.

In any event, the eighth grade teacher told Fr. Norman right after the Wednesday "Confirmation" session with the eighth graders about the course. Sister [REDACTED] said that the teacher said that Father had neither a positive nor negative reaction to the teacher telling him about the course on Wednesday.

On Thursday, Fr. Norman started class, according to Sister [REDACTED], referring to the Ten Commandments; upon the eighth grade teacher's return, however, it was clear to her that Father had once again been discussing sexual activity because the class told her that

they had been discussing it again with Fr. Norman. She told the class that Fr. Norman has to know about these things because he counsels people in confession. Her comment was in response to the childrens' queries about why Fr. Norman was talking about sexual intercourse in a Confirmation preparation class.

Apparently, according to Sr. [REDACTED], Fr. Norman asked the girls on Thursday "when do you have your menstrual periods?" The girls did not respond to his question.

Sister [REDACTED] stated that apparently Father Norman also described to the eighth grade class on Thursday "graphically" how sexual intercourse occurs. Sister [REDACTED] said that he described it as "the penis swells and is inserted into the vagina." Sr. [REDACTED] stated that "he (Fr. Norman) has not given an explanation of why" he was speaking about masturbation or sexual intercourse to the eighth grade class.

Sister [REDACTED] then got a call on Thursday from a parent who asked her what his reference to sexual intercourse and masturbation has to do with Confirmation preparation. Sister suggested to this parent, [REDACTED], that she should talk with Fr. Norman about the situation herself first, although [REDACTED] said she might first call the Dean.

In any event, [REDACTED] told Sr. [REDACTED] that she objected to Father's graphic description of sexual intercourse with the eighth graders.

Sr. [REDACTED] told me that "I assured her at that point that either myself or the eighth grade teacher would be in the room" when Fr. Norman teaches religion from here on out until the end of the school year if need be.

Sr. [REDACTED] said that another mother told her that her concern is that Fr. Norman has acted inappropriately in other instances as well. For example, Sr. [REDACTED] said that this mom told her that boys have been pushed or hit by Fr. Norman when they do not do well as altar boys.

Sr. [REDACTED] referred to Fr. [REDACTED], the Augustinian priest who conducted the eighth graders' retreat right after the references to masturbation/sexual intercourse by Fr. Norman with students. He was fore-warned by Sister about that. During the retreat, Fr. asked the students if they had any questions about anything. The question arose as to what Confirmation has to do with discussion of their physical bodies.

Fr. [REDACTED] then suggested that the students write their feelings down about what had happened with Fr. Norman's reference to masturbation and sexual intercourse in class.

Apparently many of the students did write down their feelings and and Sister has the copies of what they wrote.

Sr. [REDACTED]'s view on this situation is that "this was inappropriate language" by Fr. Norman "but I do not believe in any way, shape, or form that he did anything (sexual) to any of the kids."

Sr. [REDACTED] then went on to say that she had met with four of the eighth grader's mothers. Sr. [REDACTED] said that the parents "were stressing that Fr. Norman's language was inappropriate for the Confirmation class." However, they were not emphasizing that this was sexual abuse. Sr. [REDACTED] was in that meeting with the eighth grade teacher also present. Sr. [REDACTED], in reference to Sr. Margaret Farley's reference earlier, did not herself recall what Sr. Margaret reported to me that two mothers said that it was "total inappropriate sexual misconduct." Sr. [REDACTED] then went to ask the eighth grade teacher, in a pause in our phone conversation, whether she had recalled hearing any of the mothers say that either.

Sr. [REDACTED] returned to the call and noted that the eighth grade teacher told her that she also does not remember in the meeting with the four mothers that the term "sexual misconduct" was being used though both remember the term "inappropriate language" being used by the mothers.

The four mothers who were present at that meeting were: [REDACTED]
[REDACTED]

The eighth grade teacher's name is Ms. [REDACTED].

The mothers have apparently asked the eighth grade teacher if they could talk. She then brought them to Sr. [REDACTED]'s Office and they met there.

Sr. [REDACTED] stated that "[REDACTED] felt that Father's behavior was due to his ill health - that he is not healthy." (Apparently, his "ill health" was in reference to the reality that he has [REDACTED]
[REDACTED].

Anyway Sister told the mothers that when Father is in religion class from here on out, either she or Ms. [REDACTED] will be there. Sister [REDACTED] explained that Ms. [REDACTED] normally teaches the religion class to the eighth graders and that perhaps Fr. Norman goes into class maybe twenty times maximum when it is Confirmation preparation time.

Sr. [REDACTED] said that the eighth graders' Confirmation date is Nov. 10, 1993.

Sr. ██████ did note that Fr. Norman called her this last Saturday afternoon. Father said that he acknowledged/realized what he had said to the eighth graders was inappropriate because Fr. ██████ (Associate Pastor) told him about the papers that the eighth graders had written on retreat in reference to how they were disturbed about what he had talked about. Fr. Norman added that an apology was necessary, but did not say to whom (Sr. ██████ is assuming he meant the eighth grade class). Fr. Norman told Sister that Fr. ██████ will go to the eighth grade class while he is gone (he was to go out of town for a few days). But Fr. Norman said that if he does not return to the eighth grade class upon his return for teaching religion/Confirmation preparation, it would be "like they had won."

Sister does not know who "they" meant - the mothers? students?

In any event, Sister ██████ said that no promises were made to her by Fr. Norman that he would not ever describe masturbation or sexual intercourse to the students again in the context of preparing them for Confirmation. (Note in later memo that Fr. did promise ██████ that he would no longer refer to masturbation or sexual intercourse apparently, in the context of Confirmation preparation).

Sister told Fr. Norman that he should think about his situation and suggested that either she or Ms. ██████ should be present in religion class when he is there. He then responded that having Ms. ██████ would be easier as she is right there when he enters class.

Sr. ██████ then told me a little about what the students had written on retreat. She said one student wrote "he (Father) was explaining how to rub the penis to masturbation and that it was a pleasant feeling" though the student did not write that Father actually showed students how with a hand motion or otherwise - to masturbate. Most of the notes from the students, according to Sr. ██████ say that Fr. Norman taught about masturbation, but there was no actual display or hand motions.

This morning, Sr. ██████ informed all the teachers what happened with Fr. Norman. She felt she had to inform her staff in case students questioned them about it, but emphasized that if students have any particular questions, the students should talk to Sr. ██████ about it.

Sr. ██████ noted that Fr. O'Malley and Fr. Siwek assured her they will tell Fr. Norman about problems that have arisen surrounding this situation and intend to address it fully and appropriately.

Sister parted by saying "I really don't believe Fr. Norman is a bad man."

She is willing to do what she can to help resolve this matter.



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION
25 West Chicago Avenue
Chicago, Illinois 60610

Department of Personnel Services
Telephone: (312) 944-7790

MEMORANDUM

TO: Rev. Thomas Purtell [Priest Team Member]
FROM: Rev. Edward F. Upton, Director
Office of Appraisal and Evaluation
DATE: October 26, 1993
RE: Evaluation Process: Rev. Norman Czajka

Fr. Norman Czajka is concluding his term as pastor. The evaluation process is now beginning.

Fr. Czajka has asked you to serve on the Team with Fr. Charles Ezerskis, Team Manager. I presume you have agreed.

In order to review the process as well as serve as resources to one another, I would like to invite you to a meeting:

**Tuesday , November 9, 1993
11:00 to Noon
Office of Appraisal and Evaluation
25 West Chicago Avenue
Chicago, IL 60610**

At this meeting, I will also distribute the evaluation materials. Please call my office at 312/944-7790 to R.S.V.P. If you are unable to attend, please call and we can arrange an alternate method for distribution of the materials.

Please accept my thanks for your work in this process.

cc: Rev. Jerome Siwek, Dean



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FROM: Rev. Edward F. Upton, Director
Office of Appraisal and Evaluation
DATE: October 26, 1993
RE: Evaluation Process: Rev. Norman Czajka

Fr. Norman Czajka is concluding his term as pastor. The evaluation process is now beginning.

Fr. Jerome Siwek [Dean] has asked you to serve as Team Manager. I presume you have agreed.

In order to review the process, as well as serve as resources to one another, I would like to invite you to a meeting:

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cc: Rev. Jerome Siwek, Dean



ARCHDIOCESE OF CHICAGO

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Memo to File
From: Rev. Patrick O'Malley
Date: 10/26/93
Re: Rev. Norman Czajka

I put in a call to Sr. [REDACTED], principal of St. Camillus grammar school. I wanted to make sure of the details of what she had told me on Saturday and whether I could use the information she gave me when I talked to Fr. Czajka.

She told me that, even before she had spoken to Fr. Siwek, the Dean of the area, and to me, she had talked to Fr. [REDACTED], an extern associate at St. Camillus. She had told him about the incident in the classrooms on the previous Wed. and Thurs. and he had told Fr. Norman. Sr. [REDACTED] told me that after she had spoken to me on Saturday afternoon, Fr. Norman had called her and told her that he admitted that his language in the classroom was inappropriate but he did not explain why he had said those things.

He also told her that he should probably apologize to the children and their parents. Sister suggested that, if he does go back into the classroom, he do so only with Mrs. [REDACTED], the eighth grade teacher, present or herself. He seemed open to this.

Sr. [REDACTED] clarified the incidents of last week. On Wednesday, Oct. 13, Father went into the classroom to talk about Confirmation. The teacher left the classroom as was her custom. She returned a bit early and heard him talking explicitly about sexual matters. She pulled him aside at the close of the class and explained how they normally handle those things. She talked to the children afterwards in the classroom. They aired their feelings - like, how does Fr. know all those things about sex - where did he get his knowledge?

On Thursday, he came to the class again. The teacher left as usual. When she got back into the class after Fr. Norman had left, the children, who seem to trust her and share things with her, told her again how explicit he had been. She felt that they had talked a lot about this on Wednesday and so did not spend too much time processing it with the children. They went home and told their parents. The teacher told Sr. [REDACTED] on Thursday afternoon what had



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occurred. Fr. [REDACTED] was told about the results of the open-question session at the Childrens' Retreat on Friday and he brought the children's statements to Fr. Norman. After that, Norman called Sr. [REDACTED] and said that his own words were inappropriate.

In general Sister feels that Fr. Norman's health has deteriorated in the five years she has been there. She finds him forgetful at times. She mentioned that the secretary has to continually remind him of things he has to do. Sister finds him very distracted at meetings, staring off into space. Especially at evening meetings. She gets very embarrassed by this as do other people and has tried to help him by covering it all up.

I asked her directly if she thought that Fr. Norman had an alcohol problem. She said that Fr. [REDACTED], the Associate, says he never drinks alone in the rectory. But Sister noted that when he does drink, his behavior is altered. She says that, after drinking, he gets more obnoxious than he usually is. She mentioned that in the five years that she has been there he has never really complimented anyone about their work. This example of his sarcasm corresponds to the harsh words he was noted to have used with [REDACTED] in front of others on occasion.

Sr. [REDACTED] said that she received a call from Steve Sidlowski. Steve passed on to her that Margaret Farley had left a message on his line saying that some of the parents were accusing Czajka of "sexual misconduct". Sr. [REDACTED] told Steve she did not know where the words "sexual misconduct" were coming from. She had met with four of the parents on Friday afternoon and that phrase never came up. In order to assure herself that it never came up at that meeting, she called Mrs. [REDACTED] who was also present. Mrs. [REDACTED] does not remember that kind of language being used. Throughout this succession of events, the words that have been used are "inappropriate language" even by angry parents.

Sr. [REDACTED] also mentioned that sometimes she thinks Czajka is not going to be able to finish Mass. He shakes considerably at Mass. She has talked to Fr. [REDACTED] and he said that Norman goes to his doctor about this [REDACTED]. I told Sister that I would be meeting with Czajka, probably on Friday of this week. I told her I would be telling him to stay out of the classrooms



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during this crisis. I will also tell him that if, in the future, it is appropriate to go into the classrooms, there should always be a teacher in the classroom with him or the principal.

Sister mentioned that Confirmation is coming up on Nov. 10 and she was afraid that perhaps some of the parents might approach Bishop Jakubowski at that time to confront him with this matter. I will call Jakubowski just to alert him to the possibility of what might happen. I asked Sr. [REDACTED] if I could use the information she had given me when I talked to Czajka. She said that I could, stating that she needs to say what the truth is for his sake, for the children's sake and for her own personal integrity.

Phone Call to [REDACTED] - 10-26-93:

[REDACTED] told me she was given my name and number from Sr. [REDACTED] who got it from Sr. Margaret Farley.

She described how last week Fr. Norman Czajka, the pastor at St. Camillus in Chicago, went into the eighth grade class to teach about Confirmation. However, [REDACTED] confirmed for me the basic information regarding what Fr. Norman ended up teaching about.

She explained that her daughter described to her what Fr. Norman was teaching regarding masturbation and sexual intercourse. Also, another mother called [REDACTED] and had heard the same from her daughter.

[REDACTED] said that Father spent most of the class talking about masturbation on Wednesday. On Thursday, three of the eighth grade girls (not her daughter) said that Fr. Norman was now talking about sexual intercourse and about girls' menstruation. She said that alot of the parents of the eighth graders "hang around together" and in reference to the eighth grade class that "it's a close class."

She said that a couple of the mothers went to see Sr. [REDACTED], the principal, about Fr. Norman's teaching and Sr. [REDACTED] said that either she or the eighth grade teacher would be in religion class when Fr. Norman comes from here on out.

Her older daughter (now in high school) never had heard any of this kind of conversation from Fr. Norman when he went into her class for Confirmation preparation in the past.

The eighth grade teacher has been there the last three years and even she had not heard Fr. Norman make such references, according to [REDACTED].

[REDACTED] said that Father has been having some problems the last couple of years and some parishioners have been turned off by the church.

She told me she has also spoken with the Dean, Fr. Siwek, about this situation.

I asked her if she thought what Father had done was sexual abuse or sexual misconduct as I had explained my and the Fitness Review Board's role in receiving actual allegations that a priest has engaged in sexual misconduct with a minor. She said "at this point as far as I know, nothing physical has actually happened as far as sexual misconduct or abuse. There has been no sexual misconduct as far as I know," she admitted. [REDACTED] noted when she heard my 800# Voice Mail message, she was not sure that she or the other mothers really want to take it this far (i.e., to

actually be alleging he engaged in actual sexual abuse with a minor). Nonetheless, I offered her the DCFS 800# and Cook County State's Attorneys' number, as well as our Victim Assistance Ministry number; she declined to receive all three.

Rather, she thanked me for returning her call. I emphasized that the Vicar for Priests, Fr. O'Malley, is following up on this matter with Fr. Norman and that at this point the matter would probably not be brought to the Review Board, though there is always the possibility that it could be brought to the Board at some future point, but the information would have to fully warrant it.

However, I added that if she is to learn about any misconduct of inappropriate sexual touching or innuendos, etc., regarding Fr. Norman, she can feel free to contact me further.

Phone Call to [REDACTED] - 10-26-93: No answer after four or five attempts this day. On 10-27-93, I left a message with her son that I had called.

On 10-28-93, I finally got through to [REDACTED]. I provided her with the basic information regarding Fr. Norman that I had received and explained my role to her. She confirmed that Fr. Norman's reference to masturbation/sexual intercourse with the eighth graders was indeed the reason she had called my Hotline number.

[REDACTED] emphasized "it was just his attitude that upset me." She does think what he spoke about in class regarding sexual activity with the eighth graders was inappropriate given the context.

She noted that her daughter "was very uncomfortable about it." She said Father told the class, in response to one girl who confronted him in class that he was out of line referring to sex and masturbation while talking about Confirmation, that the students could "close their ears" if they were not mature enough to hear about it.

[REDACTED] has spoken with Sr. [REDACTED] who told her personally that either she or the eighth grade teacher will now be present in religion class if Fr. Norman goes in to teach. She responded that "I can deal with that" so long as the eighth grade teacher or Sr. [REDACTED] are present and this suggestion seemed satisfactory to her.

However, she noted that some of the mothers are saying "they want him out" of the parish. Indeed, [REDACTED] is concerned that some parishioners will leave the parish over this situation. She said that Fr. Norman was confronted by several mothers shortly after it happened mostly by the girl students' mothers. She thinks that perhaps Fr. Norman should not be a part of the Confirmation ceremonies and may inform the Vicar for Priests that is her suggestion. She noted that she has called the Vicar's Office and couldn't get through.

Her feeling is that "the things he said were out of line." She said that her daughter said that Fr. Norman said masturbation "is quite pleasurable," and [REDACTED] wonders how Fr. Norman would know that first hand.

[REDACTED] also wanted to note that Fr. Norman hits the altar boys, she has heard, and swears at the boys as well. She has seen him drinking alcohol and noted that at Bingo, all the Bingo workers at church know that there is a corner in the refrigerator stocked with beer for Fr. Norman when he comes over.

I explained to [REDACTED] that this matter is going to be dealt with at this point and followed up by the Vicar For Priests, Fr. O'Malley, and at this point would not go to the Review Board,

though the possibility always remained that it could go to the Board at some point in the future if warranted. I provided her with the Assistance Ministry, DCFS 800# and Cook County State's Attorneys' number, and suggested she could contact me further if she receives more information regarding actual sexual abuse/misconduct by Fr. Norman.



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Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/29/93

Re: Norman Czajka

Norman Czajka was to meet with John Canary and me on Friday, 10/29/93 at 2:30. He called on Friday morning to say that he would not be present. He would like to have someone come with him to support him. We feel this is a reasonable request. He has asked a classmate, Fr. John Flavin and John cannot come until Wednesday, Nov. 3 at 4 PM.

While I was on the phone with Czajka, I was also on the phone with [REDACTED], one of the women who had called about him originally. [REDACTED] was very upset. She says that she still does not trust him and she is afraid that he will go even further. I told her that we were taking the situation seriously and that we were meeting him today at 2:30. The final time for the meeting was being changed as I was talking to her but I did not tell her at that time when we would meet.

After I spoke to Czajka and set the meeting up for 4 PM on 11/3, John Flavin called to say that he would be coming in. He told me what Czajka had told his classmates, because Norman was out with his classmates on Thursday evening. The classmates are very concerned that this not become an issue of sexual abuse. I reassured John that it would not become that because that is not the allegation at this time. The allegation is that he used improper language in the classrooms. Czajka told his classmates about this incident although not in nearly as much detail as I shared with Flavin. Czajka also told classmates about the check and [REDACTED]. I filled John in on that scene as well.

John pointed out to me that Norman's medical history has been very difficult. He said that he has been under a lot of strain at St. Camillus'. He feels that after [REDACTED] there have been some changes. He did not elaborate on those changes. I told him that that had been the sense that other people had as well. Since [REDACTED] Czajka has been much more faithful in [REDACTED]. He visits with them every week. [REDACTED] is supportive of Czajka and wants him to get help. In general, I outlined to Flavin what it is that are looking for. We will be attempting to get him whatever counseling help, whatever medical help is needed at this time to function.

Phone Call to/from [REDACTED] - 10-29-93:

[REDACTED] called me earlier today and I was unavailable. I called her back. She told me that she had called Fr. O'Malley in the interim who assured her that he was going to meet with Fr. Norman today at 2:30 p.m.

[REDACTED] said that she wanted to state clearly to Fr. O'Malley that she feels that Fr. O'Malley "ought to get him out (of the parish)." She said that "I told him I trusted him" although she is "still emotionally upset." She said Fr. O'Malley was very nice.

However, she said that she has "lost my trust in him (Fr. Norman) and I'm afraid that something is going to happen that is worse" if he is not withdrawn from the parish. She said that "I'd be afraid for him to get in worse trouble" than he has already gotten in and that is why she is following through with calling the Archdiocese.

She wanted me to know that "if you guys keep him in the parish, I will let alot of people (in the parish) know about" what Fr. Norman did/said in the eighth graders' class.

She, too, noted that Fr. Norman drinks alcohol "alot." She described how "he got drunk at a festival on Archer Ave., fell on his face, and got a big scrape/black eye on his face. The vendors there - from St. Camillus - saw him fall" she said and apparently many parishioners were embarrassed by what happened to Fr. Norman.

Nonetheless, she told me that she feels better after speaking with Fr. O'Malley and believes he will follow through. I re-iterated to her that she can rest assured that Fr. O'Malley will follow through fully and follow the procedures to get Fr. Norman help regarding this situation. I assured her, as I had all the mothers I have spoken to, that I would pass along all information I had received from them which Fr. O'Malley may not have regarding all alleged verbal or other inappropriate conduct. I told [REDACTED] that I intended to speak with Fr. O'Malley before he meets with Fr. Norman...if at all possible.

*** Please note that I did call Pat O'Malley and passed along verbally a good deal of all of the information I have received to date. I told POM that I would have this information typed-up and passed-on to him so that he will be able to fully address all matters with Fr. Norman Czajka. Rev. O'Malley told me that he had scheduled a meeting with Fr. Norman but it had to be cancelled and he plans to meet with him early next week.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/31/93

Re: Norman Czajka

Along with a call from [REDACTED] on 10/29/93 concerning Fr. Norman, I also spoke to Steve Sidlowski, the Professional Fitness Review Administrator.

Sidlowski had spoken to several women about Czajka. He tells me the following:

The women talked about how he may have pushed and shoved some altar boys around. He is supposed to have punched a kid whom he didn't want to serve. All these observations are hearsay. Two boys whose names were provided were [REDACTED] and [REDACTED].

The people who are complaining about Czajka also talked about his drinking. They spoke about him being drunk at the carnival on Archer avenue. He is supposed to have tripped and fallen on his face. Some people said that on occasion they thought he had been drinking before he said Mass. Again, this is all hearsay. In speaking to Czajka this coming week, we will talk about what we know first hand, not about second and third hand information.

MEMO

TO: Rev. Pat O'Malley, Vicar

FROM: Steve Sidlowski, PFRA

DATE: 11-1-93

Pat, I have enclosed for you all of the information I have received to date regarding the situation involving Fr. Norman Czajka. I believe we have discussed many of the details already and I may have provided you with some information you do not have. It may be that some of the comments of the different mothers or the principal may shed additional light on their complaints.

I will retain a copy of all of these memos if for some reason this matter was to formally proceed with further inquiry and to the Review Board

Otherwise, if you have any questions about the enclosed materials, please feel free to let me know (751-5206).

AOC 012015



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo to File
From: Rev. Patrick O'Malley
Date: 11/9/93
Re: Norman Czajka

I received a call from [REDACTED] on 11/8/93. He called to tell me he would be seeing Fr. Czajka on 11/9/93 [REDACTED].

In a different matter, I received a call today from Sharon Bordui of Catholic Charities. She is the Social Worker who is assigned to administer the \$38,000 annuity so as to cover as much as possible the bills outstanding on [REDACTED]'s estate. Sharon has been in contact with [REDACTED], son of [REDACTED] and executor of the estate. He is still gathering bills, especially medical bills, which continue to come in.

In a couple of weeks he will meet with Sharon Bordui with copies of all bills so that they may legitimize the bills and effect whatever payment is necessary.

Sharon tells me that her conversations with [REDACTED] are pleasant and helpful and that she feels things are going along well at this time. Sharon will continue to keep me informed as to how the pay-out is working.

COPY



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION
25 West Chicago Avenue
Chicago, Illinois 60610

Department of Personnel Services
Telephone: (312) 944-7790

November 19, 1993

*Rev. Thomas Purtell
St. John Fischer
10234 S. Washtenaw Ave.
Chicago, Illinois 60642*

*RE: Evaluation
Fr. Norman Czajka, Pastor*

Dear Father:

I am sorry we were not able to meet for the Team Manager's/Member meeting on Tuesday, November 9th. The purpose of the meeting was to walk through the evaluation process. I am sending you the background material to review.

Thank you for your willingness to serve in this process. If after you have reviewed the materials you have additional questions, please feel free to call.

Sincerely,

A handwritten signature in cursive script that reads "Edward F. Upton".

*Reverend Edward F. Upton, Director
Office of Appraisal and Evaluation*

EFU: jmw

Enclosed: Evaluation Packet

✓ *cc: Reverend Joseph Grembla, Team Manager*

AOC 012017



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File
From: Rev. Patrick O'Malley
Date: 12/3/93
Re: Norman Czajka

I spoke to Sharon Bordui of Catholic Charities, who was to meet with the family of [REDACTED] to settle the financial matters that still remain after [REDACTED]'s death. Sharon said that the family, especially daughter, [REDACTED], is still very upset over what this man did. They were deeply hurt by him.

The family also indicated that they originally felt they were pushed around by diocesan officials, namely Fr. Velo, when this matter first was brought forward. I believe that there was some misunderstanding of what the matter was at the very outset.

Sharon told me that, once the family had met with me here at the Vicar for Priests' Office, they felt something was being done. They were about to go public with the matter up until that moment. There is obviously still hurt, according to Sharon Bordui, and she has been very careful to be attentive to that hurt.

The family has presented bills totaling \$24,000 to Catholic Charities. Sharon will have a check cut for that amount and will hand-deliver it to [REDACTED]'s house. That will occur this coming week when the Catholic Charities account executive can set it up.

Sharon invited [REDACTED] and members of her family to accompany her to one or two places where the money that is left over from the [REDACTED] account will be spent for Catholic Charities. They would begin to see how their money would be used for good. They seem to be open to this.

When Sharon Bordui reported to Fr. Conway on how things were going, he too noted the apparent deep-seated anger and sadness of the family. Catholic Charities will offer pro bono counseling for the family to discuss this matter if they are so willing. Sharon will approach them in a sensitive way as to this possibility. I spoke to Fr. Conway after speaking to Sharon and he reiterated the offer of Catholic Charities to take care of this.



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

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

I reassured Sharon Bordui that we are working on the Fr. Czajka situation and that there may be health problems there that can explain his behavior. We will work with him.

THE CATHOLIC CHARITIES CENTRAL OFFICE CHICAGO, ILLINOIS

NO. [REDACTED]

REMITTANCE ADVICE ATTACHED IS OUR CHECK IN FULL SETTLEMENT OF ITEMS SHOWN HEREON. IF NOT CORRECT, PLEASE RETURN WITH EXPLANATION.

| DISTRIBUTION AREA | | VENDOR NUMBER | INVOICE DATE | INVOICE DETAIL NUMBER | DESCRIPTION | AMOUNT |
|-------------------|--|---------------|--------------|-----------------------|---------------------------|-------------|
| 12/ | | | 12/6/93 | | estate payment [REDACTED] | \$24,531.15 |
| TOTAL | | | | | | \$24,531.15 |

DETACH BEFORE DEPOSITING

The CATHOLIC CHARITIES
CENTRAL OFFICE OF THE ARCHDIOCESE OF CHICAGO

126 N. DESPLAINES
CHICAGO, ILLINOIS 60606

DATE 12/6/93

AMOUNT \$24,531.15

MADISON BANK & TRUST COMPANY
CHICAGO, ILLINOIS

The Catholic Bishop of Chicago
A Corporation Sole
The Catholic Charities Central Office
Please have this check cashed within 30 days.

TO THE ORDER OF Estate of [REDACTED]

[REDACTED]

[Signature]
AUTHORIZED SIGNATURE



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/7/93

Re: Norman Czajka

About 9:15 AM this morning, I received a call from Ralph Bonaccorsi concerning St. Camillus School. Apparently Sr. [REDACTED], the principal, had called the Office of Catholic Education and they had contacted Bonaccorsi.

It appears that Fr. Norman Czajka was teaching about confession in the third grade classroom. When he left the classroom, in the place where he had been standing, there was a puddle of urine. The teacher went to the principal to report this. The principal made sure that it was not a child who had done this. One little girl came forward and told the principal, Sr. [REDACTED], that she had seen the water dripping down from Fr. Czajka's pants.

Sr. [REDACTED] and I agreed that she should go to Fr. Czajka and talk to him first. She did this and he admitted that it had happened but did not know how to tell the teacher and alert her. She then called me at the PRMAA meeting to let me know this.

Meanwhile, I had called [REDACTED]. I got back to him around 3:00 PM. [REDACTED]

[REDACTED] I then called Fr. McDonagh, who was not available. We are meeting with Czajka on Friday of this week, Dec. 10, and we will arrange for him to go to [REDACTED] at that time.

In a later conversation with the school rep from the St. Camillus area, I found out that there is a possibility that the accident of incontinence had occurred before with Fr. Czajka.

Jan 10, 1994

Dear Cardinal Bernardini,

I am writing to commend several priests in the Archdiocese for their compassion, sympathy and assistance to me, my brother and sister, after a very painful and unjustified ordeal which we were subjected to, at the hands of a parish priest.

In [redacted] 1993, my mother [redacted] of St. Camillus Church, expired at the young age of 61. My sister and myself were subjected to intentional and unprovoked infliction of pain and suffering in our mother's wake and funeral, by Fr. Norman Gajka, pastor of St. Camillus, who was severely intoxicated. In essence, ^{we} were emotionally raped, and my deceased mother was degraded and insulted, sacrilegiously, by the "man of God."

During the ensuing weeks, we became aware of further and frequent abuse and degradation of my mother while she was alive, and possible undue influence over her and her finances, by Fr. Gajka.

Through our tears and pain, we found the strength, courage and stamina to come forward and report Fr. Gajka to the Archdiocese, to prevent any further infliction of pain to innocent people.

Through various letters, phone calls and personal meetings with Fr. Simek (St. Richard's Parish and dean of the area), Fr. Kenneth Vello, Fr. Victor Sivoie (pastor of SS. Cyril + Methodius parish in Tempe, and chairman of the Priests' Personnel Board) and Fr. Patrick O'Malley (Vicar for Priests), we feel that we have received a just hearing of our grievances, and the appropriate actions have been carried out in this matter. These priests were exemplary in their dedication to right a moral and ethical wrong done to us. I thank them for listening to us.

As a result, my mother's money was returned to the estate to pay off her bills, the remainder of @ \$14,500 was donated to Catholic Charities 10/10

Mrs. Sharon Borduni (Social Worker), and I understand that Fr. Norman Czarke is [REDACTED].
[REDACTED]. Hopefully, this type of incident will never occur to anyone else.

I now feel a gentle peace and calmness after all the wrenching pain. I know that it was through the love and tender touch of God, working through Fr. Swick, Fr. Vello, Fr. Sivore and Fr. O'Malley, that the outcome has come about.

I pray for you, and them, and also myself, that I will someday find it in my heart, to forgive Fr. Czarke. I understand that you will be visiting my parish, SS Cyril & Methodius in Lenoir on Sunday, Jan. 30. I look forward to seeing you, and hopefully meeting you at that time.

Sincerely and lovingly,

[REDACTED]

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979
Chicago, Illinois 60690

January 20, 1994

Dear [REDACTED]:

I have received your letter of January 10, 1994 and want to thank you for taking the time to write me.

I sense the anguish and deep hurt which you and your family experienced and want to express my own apology for the difficulty which occurred at Saint Camillus Parish with Father Czaka. Needless to say, I am saddened to learn of the circumstances surrounding the Funeral Mass of your mother.

At the present time Father Czaka is [REDACTED] and it is my hope that this information will bring some healing to the pain you and your family encountered during your time of sorrow.

It was indeed heartwarming for me to hear about the efforts of Father Siwek, Father Velo, Father Sivore and Father O'Malley and I am most grateful to these fine priests for the assistance they offered to you and your family.

May the Lord reward the good that your mother did for others and for all she did for the Church. May you and your family be at peace in the knowledge that your mother is enjoying eternal peace and rest in the Kingdom of the Lord.

With cordial good wishes, I am

Sincerely yours in Christ,

Joseph Card. Bernardin
Archbishop of Chicago

[REDACTED]

cc: Reverend Jerome Siwek
Reverend Kenneth Velo
Reverend Victor Sivore
Reverend Patrick O'Malley ✓

AOC 012024



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/11/94

Re: Rev. Norman Czajka

Fr. Czajka called me today [REDACTED]. When I finally was able to get back to him, he asked me whether I had spoken to [REDACTED] about allegations that his behavior changed and became obnoxious when he was drinking. I told him that that was true. He asked me who had said that. In fact, it was the principal who had said that, the principal of the school. I said I was not at liberty to tell him who, but that it is on our record.

I also told him that, at the time we met with him and John Flavin on Nov. 4, 1993, (a meeting which I never made notes on at the time), we brought to him the full allegation as brought forward by the principal regarding things he said to the Confirmation class.

At that meeting, Flavin heard the entire story. It was then I told Norm that some were saying his behavior changed when he was drinking. That he became obnoxious. I am not sure whether I used "obnoxious" at the time or whether I just left it that his behavior changed. At any rate, when I said that to him, he turned to Fr. Flavin and asked whether indeed Flavin had noticed any change in his behavior when he was drinking. John responded rather carefully and rather thoughtfully and admitted that he did notice a slight change when Norm had been drinking. As I remember, we drew no great inference from that, merely that it strengthened the thought that the drinking did not help his behavior.

When I reminded Czajka of that encounter during our telephone conversation today, he says he does not remember it.



Confidential

MEMO from

CARDINAL BERNARDIN

To: Fr. O' Malley Date: 3/7/94

F.V.I.

I'll see him if
you think I should.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo

To: Cardinal Bernardin
From: Rev. Patrick O'Malley
Date: 3/23/94
Re: Norman Czajka

We will be following up with Fr. Czajka [REDACTED] Fr.
McDonagh will be working with him as will [REDACTED]

Fr. Czajka is up for evaluation as pastor at this time. There have been a number of complaints about his administration and style to Fr. Siwek and Bishop Abramowicz over the years and especially lately. We do not know how much [REDACTED] contributed to his actions and behavior. There will need to be a time of observation. [REDACTED]

[REDACTED] Before we OK a renewal for another 6 year term, we do need to have an observation period. I will be in touch with Fr. Siwek and the Bishop in that regard.

AOC 012027



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

5/16/94

Dear Norm,

I have been trying to get hold of you by phone recently and have had no luck. I would appreciate it if you would please give me a call at your earliest convenience. I know these are busy times for a pastor as the school year draws to a close, but I just need to check in to see how things are going and to be assured that your recovery is progressing.

Thanks in advance for taking time to call.

Fraternally yours,

Rev. Patrick O'Malley
Vicar for Priests



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 5/17/94

Re: Norman Czajka

I finally got in touch with Norm Czajka today. He made some remark about how I had no trouble getting in touch with him to spoil his vacation last January. It sounded like a little dumping.

I asked Norm how he was doing and he said fine. He says he is in good health physically. [REDACTED]

I then asked Norm if he would get in touch with [REDACTED] in order that [REDACTED] might sit down and do a check on him, to see how things are going. He agreed to do that.

In an aside, I was talking to Fr. Siwek, the local Dean, who said that, from all he has been hearing, things are quiet at St. Camillus on 55th Street. The administration of the parish is going along fairly well.

May 25, 1994
Friat!

Dear General Epton,

I have been advised to not write this letter because of it being a fruitless effort. But in the spirit of faith I find it necessary to let my little light shine. And with the help of God, let it shine for the good of the Church.

My concern is for the pastor of St. Camille church. I had hoped that "the powers that be" would have given him a chance to finish his term as pastor and let it end there - saving face. The process does not appear to be heading in this direction. Health considerations of the pastor are not being considered carefully by the higher administrators of the Church and the lack of concern for Father Norman's health is frustrating to me.

A living Church community does not need a pastor who is a poor administrator, a male chauvinist, sarcastic, and spiritually lacking person to lead the congregation. I feel it would be best for this Church not to have anyone of the clergy in the pastorate if the only person available is inept. This is not a position where "making do" will benefit Christianity - quite the opposite.

OR IS THERE A POSSIBILITY THAT THIS TYPE

of leadership is what the Catholic Church has become? Permitting the pastorate to fall into incapable hands. Hands that squandered 15,000 on blacktopping a small area of the parking lot. This was done without a second estimate! (I received an estimate of \$2,900.) This is not the actions of a capable pastor. Hands that consistently make poor decisions without seeking advice from the parish council or even two reputable business estimates - i.e. roofers, plaster, telephone system. Majority of the time there is no work guarantee or in the case of the blacktop - no company. These are not the hands of a capable pastor.

Hands that take the honor and sacredness of womanhood, bestowed on women by Jesus, and rush it with the sharp arrogance of a ruler that would use women for service and belittle them because of their lack of worth. Father Norman has often commented about his chauvinism. Even used the pulpit for this purpose. He has made comments like, he would not wash the feet of a woman on Holy Thursday. This year's Mother's Day homily ended up being a put down of mothers. It centered around a mother nagging her children and husband. Love for women... I think

not! These are not the actions of a healthy and capable pastor.

Hands that permit a constant flow of sarcasm. This has been displayed at formal and informal meetings, on a one to one basis (personal experience), with the altar boys (my son's experience), and with the school children (my daughter and son's experiences). The cutting and hurtful words have gone beyond mere sarcasm. He lost all control when he called a confirmandi a jage-off! He has taught uncalled for "sex" to the confirmandi with such detail and feeling that the parents need to get involved to help the children over this emotional upset. I feel these children are scared for life! These are not the actions of a well and capable pastor.

Hands that because of his attitudes, actions, and poor health have drained the spirituality from Pastor Norman. I can not find the "love" that Jesus taught in this man. It may have been there 30 years ago - I don't know.

The results of any illness are far reaching and in some cases emotionally damaging to the sick person as well as to all the people that come in contact with that person. Is it

necessary for the Church to hear, see and feel all these things personally. or can a lay person's sharing give an insight to the realities of a leader... pastor! A leader that can not lead but infect, turns the faithful away from God, away from the parish, away from Catholicism. Give Father Norman a chance to retire from this pastorate with dignity. He may not be able to make this decision on his own. If there is concern for the health of this man and for the health of this congregation then a six year burden will not be placed upon Father Norman and St. Camillus. But if this is not the case then this letter was a fruitless effort - throw it away! Thank you for your consideration.

Truly,

P.S. I've been a parishioner for 27 years. I had five children attend St. Camillus school and I have served as

C24012

26 May 94


Reverend Patrick O' Malley
Nicar for Priests
645 N. Michigan Ave.\ Suite 543
Chicago, IL 60611

Dear Father O'Malley

My pastor is up for review. In the bulletin he told us he has selected the committee from our parish, himself. Somehow, this process does not seem entirely democratic. However, I understand that this is the policy in most parishes.

Father Norman stated at mass that we should feel free to give our opinions to anyone on the committee. Since I feel that would be fruitless, I am writing to you.

At St. Camillus we have two spiritual leaders; one who directs his flock with energy and enthusiasm, and one who is indifferent and uncaring. Father Stanley is clearly dedicated to his people. He is truly a shepherd to his flock. Sadly, Father Norman appears cold and aloof. He can be sarcastic and chauvinists. His sermons at mass are repetitive, redundant and negative. His services are lacking in warmth and direction. I do not feel enriched and enlightened after attending a mass he preaches. I leave church without that feeling of warmth and satisfaction and community that should sustain me through the week. We pray but the words sound hollow.

Recently, a letter was read from Cardinal Bernadin that said in essence that he cares about and loves us all! However, in the wilderness of St. Camillus Parish there are voices crying out to him for a spiritual leader to satisfy our religious hunger. The sound falls on deaf ears. I am one of those voices.

Sincerely yours,



AOC 012034

June 3, 1994

Rev. Edward Upton
Office of Appraisal & Evaluation

On the positive side, I will always be grateful to Father Norman Czajka for allowing the Sorrowful Mother Novena to be recited at St. Camillus. After approaching Father Charles Osowski (deceased) and other priests of our parish on many occasions, Fr. Norman graciously allowed the Novena & Benediction to begin and has presided over it for over 3 yrs.

When Father Stanley Drewniak came to St. Camillus to minister to our polish community we already had a 7:30 AM Polish Mass. His gift of ministry brought many new faces to our church and a second polish Mass was in the making. Numerous suggestions were made to give the polish community the 12 noon Mass. The polish people wanted a later Mass than 7:30 because that was too early for some. Our 12 noon Mass was not crowded and would have been the wisest choice but I honestly feel the decision was already made to change the 10:30 Mass to polish when Father Norman asked for suggestions. He had the attitude that this is his church and this is what he & Fr. Stanley had in mind even before asking for anyone's opinion.

At least 20 families have left the parish since that time, including my husband who now attends St. Jane de Chantel. Together we would have been parishioners for 36 years. Father Norman was not fair to the people who have been part of St. Camillus for so long. I believe the church belongs more to the families who live here, schooled their children, are buried from here, etc. The parish belongs to the families who have supported their church for many years and not only to the pastor who is in charge for six years.

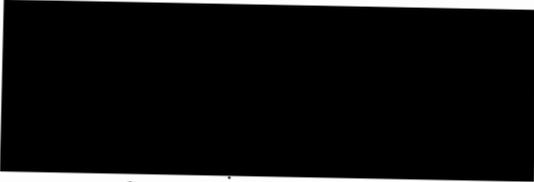
received
6/6/94

AOC 012035

I feel Father Norman did our parishioners an injustice by taking away the 10:30 Mass which had a very good attendance. Our parking lot is now filled with cars from Alsip, Burbank, etc while our parishioners have gone elsewhere. This was not fair to us.

I know Father Norman has made other poor judgements over the years and I feel he is not capable of handling the responsible duties of a pastor.

Sincerely,



St. Cornelius



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

June 6, 1994



Dear [REDACTED]

I received your June 3rd letter concerning your pastor, Fr. Czajka. I read it carefully, but I must tell you that our office is really not involved in the evaluation of pastors in parishes. I am therefore taking the liberty of sending a copy of your letter to Fr. Jerome Siwek, the Dean of that area. Your observations would be more properly directed to him. I do hope that something can be worked out for the benefit of all.

Respectfully yours,

Rev. Patrick O'Malley
Vicar for Priests



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION
25 West Chicago Avenue
Chicago, Illinois 60610

COPY

Department of Personnel Services
Telephone: (312) 944-7790

June 17, 1994



Personal & Confidential

Dear ,

I received your letter dated May 25, 1994 on June 17th. I don't know if there was a delay in your mailing it but it just arrived today.

I believe your letter was sent to me as Director of the Office of Appraisal and Evaluation. Let me clarify the role of my office. The title may seem to indicate more than the role entails. My job is to **PROCESS** the evaluation materials for the individual priest under evaluation. However, I have no authority regarding the content of the evaluations. Decisions regarding the information garnered from the evaluation is in the hands of others. I have taken the liberty to pass your letter on to Frs. Patrick O'Malley and John Canary, the Vicars for Priests'. It is their responsibilities to work with our priests.

You feel your letter may be fruitless, but I want to assure you that it will be reviewed with great attention. It is the hope of the Archdiocese that our people are served with dedicated and caring priests.

Sincerely,

Rev. Edward F. Upton, Director
Office of Appraisal and Evaluation

EU/jw

cc: Rev. John Canary, Co-Vicar
✓ Rev. Patrick O'Malley, Co-Vicar, Vicar for Priests' Office

AOC 012038



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION

25 West Chicago Avenue
Chicago, Illinois 60610

Department of Personnel Services
Telephone: (312) 944-7790

TO: *Office of Appraisal and Evaluation*

The evaluation for Rev. Norman M. Czajka *is complete.*

It was shared with the Pastor on August 8, 1994.

It was sent to: *Episcopal Vicar* Alfred M. Abramowicz 8/8/94

Personnel Board 8/8/94

Dean Jerome Siwek 8/8/94

8/8/94
DATE

Rev. Joseph Granella
SIGNATURE OF TEAM MANAGER

Rev. Charles E. Egerakis
SIGNATURE OF PRIEST TEAM MEMBER

Act 8/18/94

EVALUATION OF A PASTOR

8-9-94

REV. NORMAN M. CZAJKA

ST. CAMILLUS CHURCH

AUGUST, 1994

This evaluation is based on the written responses of sixteen (16) members of St. Camillus parish. The evaluation is divided into five (5) areas: an introduction, the pastor as teacher, the pastor as spiritual leader, the pastor as community leader and counselor, and pastor as organizational leader.

INTRODUCTION

The introduction provided background information on the respondents. All have known Fr. Czajka over four years. Eleven of the respondents hold some leadership position in the parish, five do not. All of them see Fr. Czajka at least once a week, often more. Eleven feel he is in good health, six consider him in fair health.

PASTOR AS TEACHER

The respondents felt that the grade school and CCD program are doing a good job in educating the young people of St. Camillus and viewed the school board as well accepted and eager to work, but receive little direction of how Fr. Czajka would have them proceed. Fr. Czajka is seen as relating well to the school and being supportive of the educational mission of the church. He does a good job in preparing the children for the upcoming sacraments of Reconciliation, Holy Eucharist and Confirmation. As in the case of most parishes, adult education and high school ministry were seen as areas to be expanded. It was also suggested that Fr. Czajka should update his teaching methods.

PASTOR AS SPIRITUAL LEADER

The respondents indicated that Fr. Czajka is highly dedicated to his ministry and parish. He is perceived as caring, compassionate and patient, but his rye sense of humor and sarcasm often alienate people. It was brought out that his homilies are good but, at times, repetitive and critical. Fr. Czajka enjoys being with people and works hard to create a feeling of community within the parish. But a big issue in this area is the bridging of the gap between the newly-arrived Poles and the American Poles of long standing in the parish. It is clear that strides are being made, but it seems that there is still a way to go.

PASTOR AS COMMUNITY LEADER

St. Camillus does a good job of social outreach and Fr. Czajka supports the effort very well. Fr. Czajka is also to be commended

for his ministry to the sick. However, he should give direction to those who are involved in ministry to the sick.

PASTOR AS ORGANIZATIONAL LEADER

Fr. Czajka, according to the respondents, is a fine steward of parish resources. He is rated good for managing the finances, budget, and for record keeping. And certainly he is highly visible and supportive of all parish functions and available to his parishioners. However, it was brought out that he should be more open about finances, especially the budget. Also, Fr. Czajka has a good staff and works well with them however, he should make his Parish Pastoral Council a decision-making body, representative of the parish, thereby giving him more input and helping him share his responsibilities and planning for the future with his staff.

SUMMARY

Fr. Czajka is to be commended for his pastorate at St. Camillus. He is certainly dedicated to his ministry and parish. He is also very open to the newly-arrived Poles, the Polish culture and traditions, and very supportive of the school and existing ministries.

However, concern was expressed about his health. The respondents are well aware of his past illnesses and some of them (a minority) indicated that perhaps the stress and pressures of the pastorate might be the cause of his sometimes reacting sarcastically to some situations and persons. These reactions are not characteristic of Fr. Czajka who has always been known to be a kind, gentle, affable and caring priest.

All in all, we are pleased with the report of Fr. Czajka's ministry and recommend him for a second term with the hope that his health problem be clarified.

8/8/94
Date

Rev. Norman M. Czajka
Rev. Norman M. Czajka, Pastor

Rev. Joseph R. Grembla
Rev. Joseph R. Grembla, Team Manager

Rev. Charles E. Ezerksis
Rev. Charles E. Ezerksis, Team Member



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION

25 West Chicago Avenue
Chicago, Illinois 60610

Department of Personnel Services

Telephone: (312) 944-7790

August 11, 1994

Reverend Joseph P. Grembla, Team Manager
Saint Bruno Parish
4751 South Harding
Chicago, Illinois 60632

Dear Joe,

I received notice from the Placement Board that the evaluation of Norm Czajka has been completed. Please accept my thanks for your work on the process.

I believe the process is one of the few times we have to minister to our brother priests. I'm sure Norm appreciated your time and effort.

Sincerely,

A handwritten signature in cursive script, appearing to read "E. Upton".

Reverend Edward F. Upton, Director
Office of Appraisal and Evaluation

EU/jw



ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

August 11, 1994

Dear Father Czajka:

In light of the fact that your six year appointment as pastor of Saint Camillus Parish concluded on August 4, 1994, and the process not yet completed by the Priests' Placement Board, I am hereby extending your canonical appointment as pastor until the process is completed.

With cordial good wishes, I remain

Sincerely yours in Christ,

Joseph Card. Bernardin
Archbishop of Chicago

David M. Lyons, O.P.
Ecclesiastical Notary

Reverend Norman M. Czajka
Saint Camillus Parish
5426 S. Lockwood Avenue
Chicago, Illinois 60638

cc: Most Reverend Alfred L. Abramowicz, Episcopal Vicar
Reverend Jerome S. Siwek, Dean
Diocesan Priests' Placement Board

COPY

Rooted
in
faith
rising
to our
call

ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

August 11, 1994

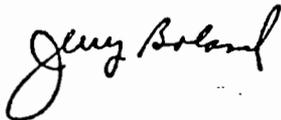
Dear Norm,

On August 1, 1994 you completed your first term as pastor of St. Camillus Parish. The members of the Placement Board hope you found the years both challenging and rewarding.

Now that your evaluation is completed, the Board can conclude this process. If you choose to apply for a second term as pastor, we ask you to write to the Placement Board with your formal request. Once we receive your written request, your Vicar and Dean will be consulted, and upon receipt of their letters the Board will make a formal recommendation to Cardinal Bernardin.

Your cooperation is greatly appreciated. If you have any questions concerning this process, please do not hesitate to call me.

Sincerely,



Reverend Jeremiah M. Boland
Executive Secretary

JMB/jmw

Reverend Norman Czajka, Pastor
Saint Camillus Parish
5426 S. Lockwood Avenue
Chicago, Illinois 60638

RECEIVED
8-17-94

St. Camillus Church

5426 SOUTH LOCKWOOD AVENUE
CHICAGO, ILLINOIS 60638
PHONE: 767-8183

August 14, 1994

Diocesan Priests' Placement Board
25 West Chicago Avenue
Suite 500
Chicago, Illinois 60610

Dear Fathers:

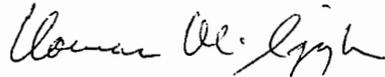
In response to your letter of August 11, 1994, please find my formal request for a renewal of pastorship at St. Camillus Parish. I'm making this request because of the healthy effect that working with the people of St. Camillus has had on me, both spiritually and physically.

When I mentioned to the people that my six year term as pastor was about to expire and that it was possible for me to be renewed for another six year term, they expressed surprise that six years had passed, and they hoped that I would be renewed. I explained what process was involved in my being renewed and I found no difficulty in finding parishioners who would speak up in my behalf. I published the names of the people that I had chosen so that all parishioners could relate their thoughts to the chosen people on the committee. Since the beginning of the process, parishioners have been continuing to inquire whether I had receive any news regarding my reappointment. I have tried to keep them informed as to where I stood. They all assured me of their prayers in my behalf. This, needless to say, made me feel great.

So I hope you can understand why I have formally made this request that I be renewed as pastor of St. Camillus Parish.

Hoping that this letter fulfills your request, I remain,

Sincerely yours in Christ,



Rev. Norman M. Czajka, Pastor

AOC 012045

MEMO

TO: Rev. Pat O'Malley

FROM: Steve Sidlowski

DATE: August 15, 1994

RE: Conversation With [REDACTED] Regarding
Rev. Norman Czajka

=====

I tried calling today Pat but apparently you were very busy. [REDACTED] called me the other day and I got back to her today. She wanted to know the status of Rev. Norman Czajka. I reminded her that I had officially referred that matter to the Vicar for Priests' Office around the New Year (i.e. end of December, 1993) and that to my knowledge Rev. Czajka had been getting the help he needs [REDACTED] and fully cooperating with the Vicar's procedures in these matters.

[REDACTED]

In any event, [REDACTED] noted that she also attempted to contact you last week but apparently you were unavailable or did not get the message. She still would like to speak with you further when you get the chance. She feels that Rev. Czajka continues to remain a problem within the parish. She is concerned that several Catholics at St. Camillus Parish are falling away as Catholics and leaving the parish and that such action is directly linked to Rev. Czajka's conduct in a variety of matters. She acknowledged that to her knowledge he is not consuming alcoholic beverages currently and that he has been dealing with that issue. However, she noted that recently (in May apparently) Rev. Czajka picked 20 parishioners to do an evaluation on him and they came to a meeting and that some of those people are disgruntled. In her view, Rev. Czajka not only has a alcohol problem but that he is physically ill and may also have some form of a mental condition as well. She continues to contend that "there's a big problem" in the parish with Rev. Czajka at the helm.

She asserted that in many parish matters "He doesn't remember anything." She gave as an example that before a recent parish carnival/festival when organizers such as herself asked him how much money was available in the parish account for the event, he said he did not know or had forgotten. Then he said there was only two thousand dollars in the particular account and he did not know where the money had gone. As it turns out, money had to be sent in to the Archdiocese for "dues" of some sort.

Anyway, [REDACTED] said that she is calling because she's "just looking out for him" as well as for the entire parish community who she feels will continue to suffer if Rev. Czajka remains as pastor. She has heard that more families intend to leave the parish if he stays on. She gave us another example how St. Camillus is right across the street from Midway airport. Apparently, the state and city are now offering "sound abatement funds" which other parishes which are perhaps a mile away from the airport are applying for and may be receiving and which would lead to a better learning environment in school and in the parish for Mass, etc. Rev. Czajka told the parishioners that he did not think St. Camillus would get the money so he did not apply to [REDACTED]'s knowledge.

In short, [REDACTED] is aware that the Archdiocese has attempted to confront Norm on his drinking problem but she wants to point out that many problems remain which could lead Catholics away from the parish. She hopes that you will call her to discuss this situation further. I told her that perhaps the Vicars might contact Rev. Czajka, although I made it very clear I have no influence over your decision in this matter, to discuss how things are going in the parish and some of these issues further. [REDACTED] just hopes that something more will be done even though she feels personally she has gotten over her bitterness toward Rev. Czajka for the inappropriate statements he made to the eighth graders last year regarding masturbation, etc. while completely ignoring the school policy on sex education.

From here, I'll leave it to you Pat as to how you choose to proceed.

[REDACTED]



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

August 16, 1994

Rev. Jerome Siwek
St. Richard Rectory
5032 South Kostner Avenue
Chicago, Illinois 60632

Dear Jerry,

I received a call from [REDACTED] of St. Camillus parish on 8/15/94. She is concerned about the leadership that Norman Czajka is exercising at the parish. One of the things has to do with going ahead on that noise abatement contract. She feels he is not doing what could be done.

I listened carefully and told her that I would be in touch with you. She has come forward in the past about this, but mostly about his illness. She is not saying that he is ill at this point but that he is exercising no leadership whatsoever. She has also contacted Steve Sidlowski.

I don't know what you can do about a call such as this, whether Norman should be notified about it or whether you are hearing other things as well. Perhaps when you get back from your vacation, you could give me a call and we could talk about it. I hope everything went well while you were away.

Fraternally yours,

Rev. Patrick O'Malley

Vicar for Priests

AOC 012048



COPY

ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

August 18, 1994

Most Rev. Alfred L. Abramowicz, Vicar
Vicariate V
6101 South 75th Avenue
P.O. Box 40
Summit-Argo, IL 60501

Dear Bishop Abramowicz,

The evaluation for Fr. Norm Czajka, Pastor of St. Camillus Parish, is complete. The Priests' Placement Board received a letter from Norm requesting a second term. Before making a recommendation to Cardinal Bernardin the Board needs to know if you support his request.

I look forward to receiving your response as soon as possible, I remain

Very sincerely yours,


Rev. Jeremiah M. Boland
Executive Secretary
Diocesan Priests' Placement Board

JB/jw



COPY

ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

August 18, 1994

Reverend Jerome S. Siwek, Dean
Saint Richard Parish
5032 S. Kostner Avenue
Chicago, Illinois 60632

Dear Jerry,

The evaluation for Father Norm Czajka/Pastor of Saint Camillus Parish has been completed. The Priests' Placement Board received a letter from Norm requesting a second term. Before making a recommendation to Cardinal Bernardin, the Board needs to know if you support his request.

I look forward to receiving your response as soon as possible. I remain

Very sincerely yours,

A handwritten signature in cursive script that reads "Jeremiah Boland".

Reverend Jeremiah M. Boland
Executive Secretary
Diocesan Priests' Placement Board

JB/jw



ARCHDIOCESE OF CHICAGO
OFFICE OF APPRAISAL AND EVALUATION
25 West Chicago Avenue
Chicago, Illinois 60610

COPY

Department of Personnel Services
Telephone: (312) 944-7790

August 19, 1994

Reverend Charles Ezerskis, Team Member
Our Lady of Charity Parish
3600 S. 57th Court
Cicero, Illinois 60650

Dear Charlie,

I received notice from the Placement Board that the evaluation of Norm Czajka has been completed. Please accept my thanks for your work on the process.

I believe the evaluation process is one of the few times we have to minister to our brother priests. I'm sure Norm appreciated your time and effort.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ed. Upton".

Reverend Edward F. Upton, Director
Office of Appraisal and Evaluation

EU/jw

AOC 012051



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

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

August 24, 1994

Rev. Norman Czajka
St. Camillus Church
5426 S. Lockwood Avenue
Chicago, Illinois 60658

Dear Norm,

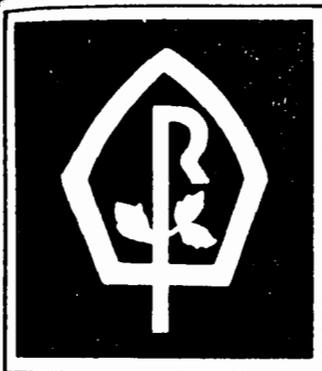


I also hope that your trip to Scranton went well. I received the bill from the Heritage Travel Agency for your trip. As I read it, one way from Chicago Midway to Detroit was \$42.00. I presume then that the return trip would be \$42.00 as well for a total of \$84.00. We will pay the complete bill of \$227.50 to Heritage Travel. I would ask you then to make out a check to the Archdiocese of Chicago for that amount less the \$84 it would have cost to go back and forth. Please send the check for \$143.50 to our office and I will see that it gets processed. Again, my hope is that things went well for you. Take care.

Fraternally yours,

Rev. Patrick O'Malley
Vicar for Priests

received
9-9-94



SAINT RICHARD PARISH
5032 SOUTH KOSTNER AVENUE
CHICAGO, ILLINOIS 60632
585-1221 585-1222

August 28th, 1994

Rev. Jeremiah M. Boland
Executive Secretary
Diocesan Priests' Placement Board

Dear Jerry,

In response to your letter concerning a second term of pastorate of Father Norm Czajka of St. Camillus Parish, I must honestly state that I cannot go along with a recommendation. As Dean of Deanery 11, the pastorate of Father Czajka has been one of my major concerns for the past few years. There have been and continue to be consistent letters of concern regarding his ability to give pastoral leadership to the St. Camillus community. Earlier this year I was the administrator of his parish during his absence and during that time and also recently I have been in contact with some of his key parish staff since Fr. Czajka has returned. These key people along with some parishioners continue to question his ability to be pastor. Often this is attributed to his medical history which leads to his inability to remember and to make decisions. And so for the good of the people of St. Camillus Parish I cannot support his request.

I know that this is in contradiction to the very favorable report of the Evaluation Team, but I would tend to base a decision on those who work with him mostly closely - on a day to day basis. I would be willing to discuss this with anyone involved in making this decision.

Copy to Bishop Abramowicz, Vicar.

Very sincerely yours,

Jerome Siwek
Rev. Jerome Siwek

AOC 012053

September 1, 1994

APPOINTED IN 1988 - 00 (CONTINUED)

| V | D | APPT DATE | PRIEST | PARISH | TERM ENDS | 70 IN | STAGES | | | |
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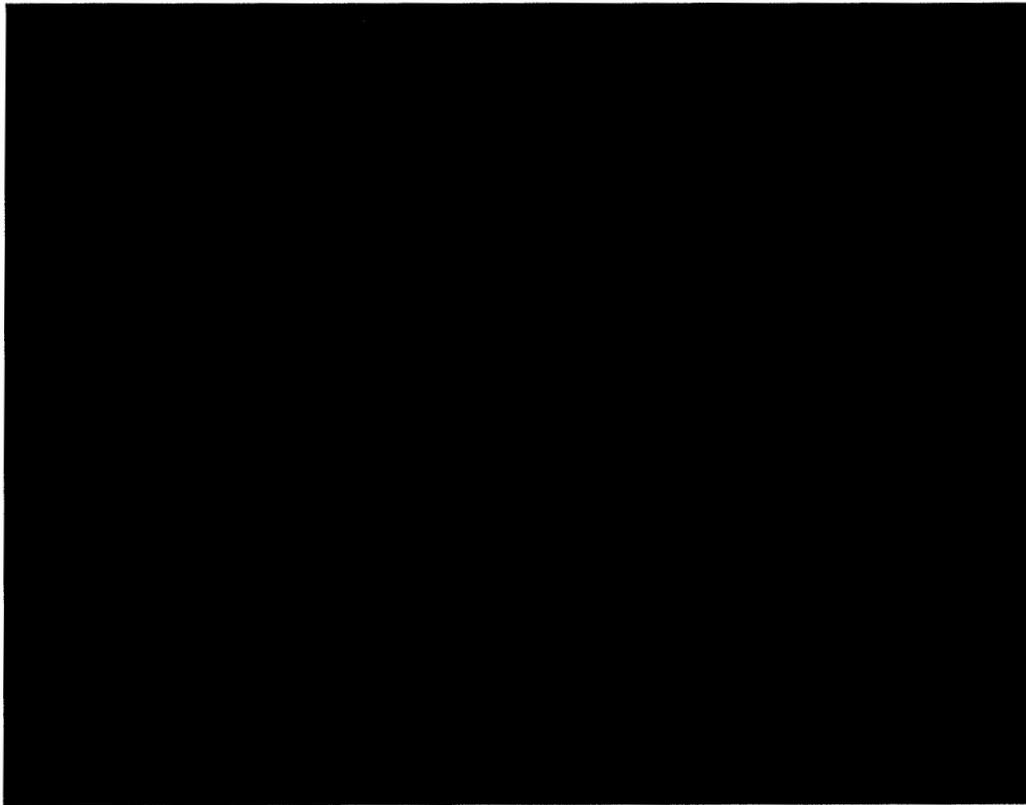
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| V | 11 | 08/04/88 | NORMAN CZAJKA '61 | ST. CAMILLUS | 1ST/94 - 05 | | | | | |
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Green - 1st term

Blue - 2nd term

Purple - 3rd term or retiring

Excerpt: Diocesan Priests' Placement Board, 09/01/1994



C. Parishes:

1.



2. **St. Camillus:** There may be problems because of the lack of support for Norman Czajka '61 [Pastor]. Jerome Siwek '56 [Dean] will not be able to offer an endorsement for Norm.

3.



4.

NAME: REVEREND NORMAN CZAJKA '61

PARISH: ST. CAMILLUS PARISH
5426 S. Lockwood Ave.
Chicago, IL 60638

PHONE 312/767-8183
(11, v)

EVALUATION RECEIVED: 8/9/94

FIRST TERM ENDS: 08/01/94 59

LETTER TO PASTOR REQUESTING SECOND TERM: 8/11/94

REQUEST FOR SECOND TERM RECEIVED: 8/17/94

LETTER TO VICAR AND DEAN: 8/18/94

VICARS LETTER RECEIVED: _____

DEANS LETTER RECEIVED: 9/9/94

COMMENDATION TO CARDINAL: _____

REAPPOINTMENT LETTER FROM CARDINAL: _____

04/23/92

Excerpt: Diocesan Priests' Placement Board, 09/16/1994

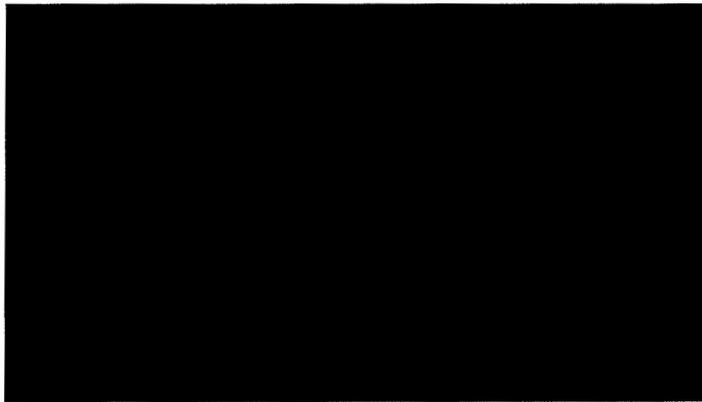
1. Norman Czajka '61 - St. Camillus - 08/01/94

F.

G.

H.

I.



VI Old Business:

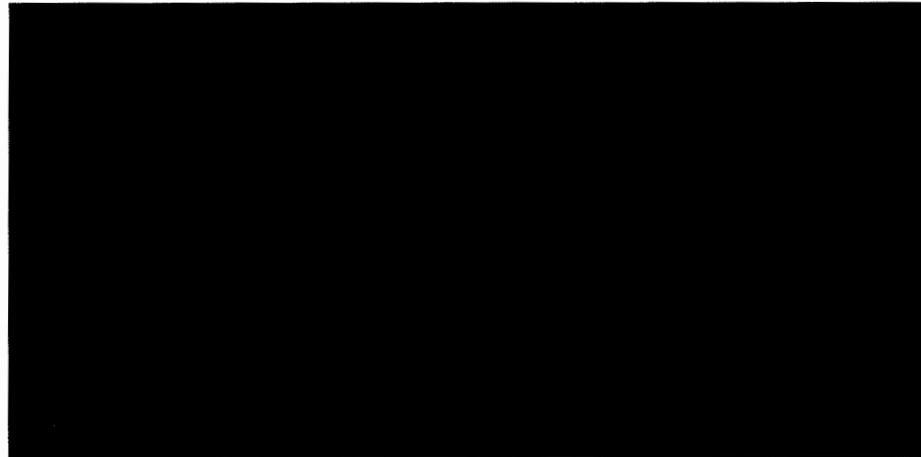
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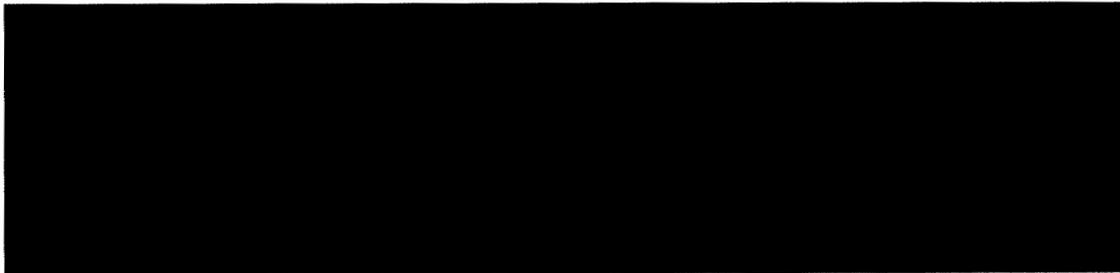
E.



VII New Business:

VIII Adjournment:

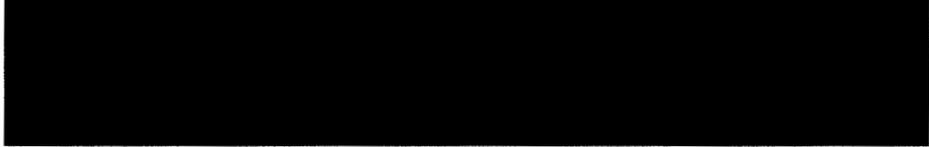
MOTION:



Page 44

1. **Norman Czajka '61:-** St. Camillus - 08/01/94: Jerry Boland will call Jerome Siwek [Dean] to see what he has told Norm since he is not in favor of Norm's renewal.

2.



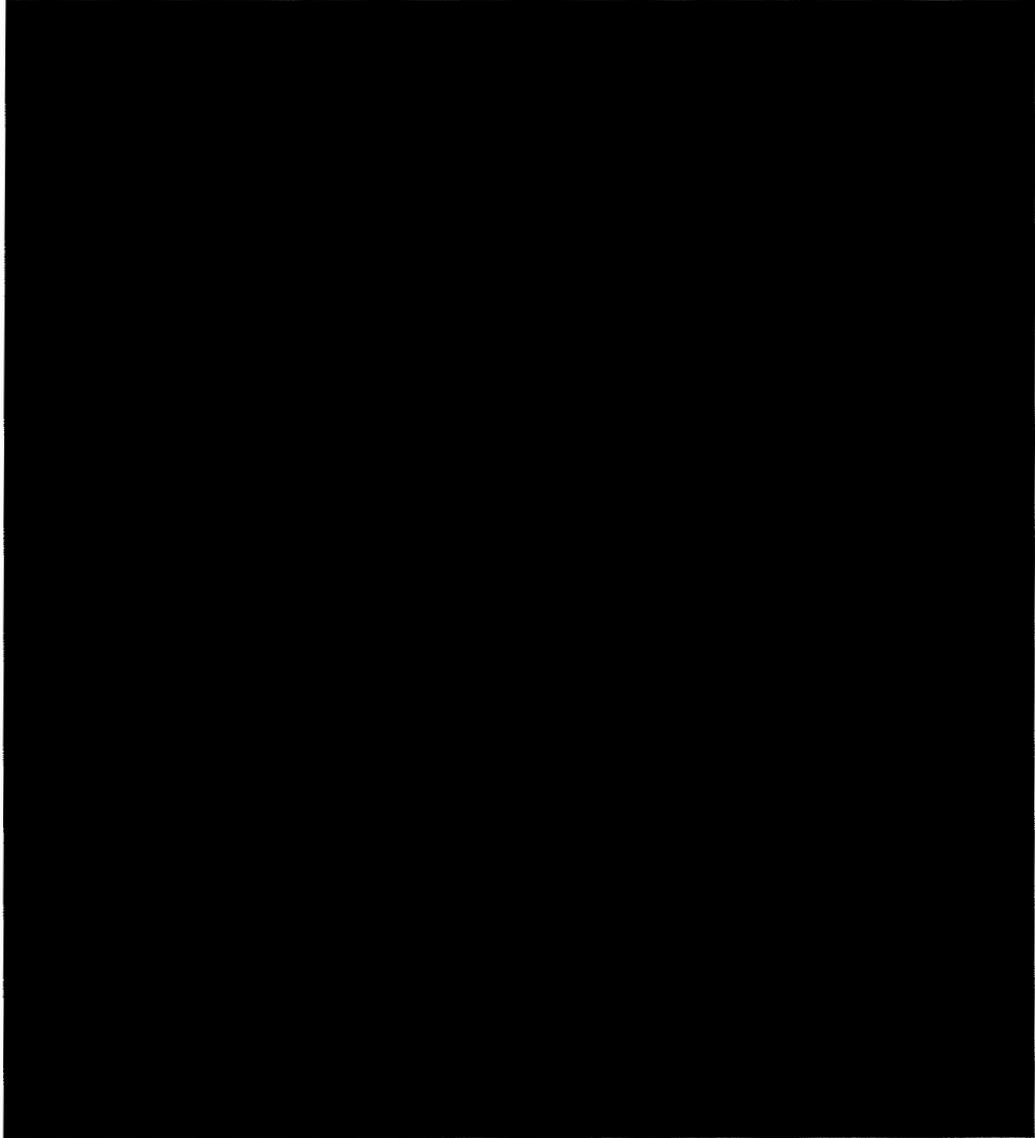
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G.

H.

I.

J.



Excerpt: Diocesan Priests' Placement Board, 09/30/1994

- 11. [REDACTED]
- 12. [REDACTED]
- 13. [REDACTED]
- 14. Norman Czajka '61 JB
- 15. [REDACTED]

E.

F.

G.

H.

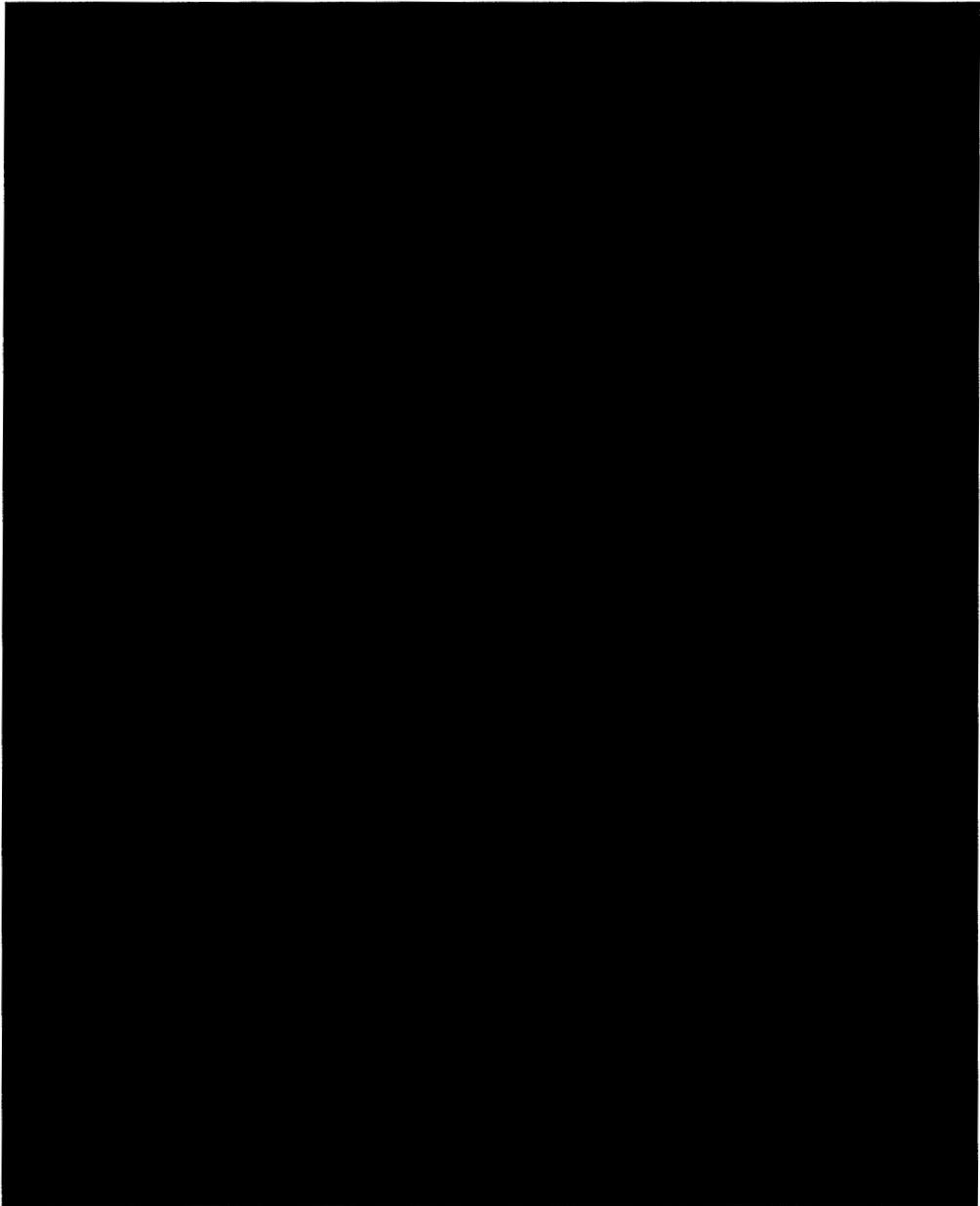
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L.

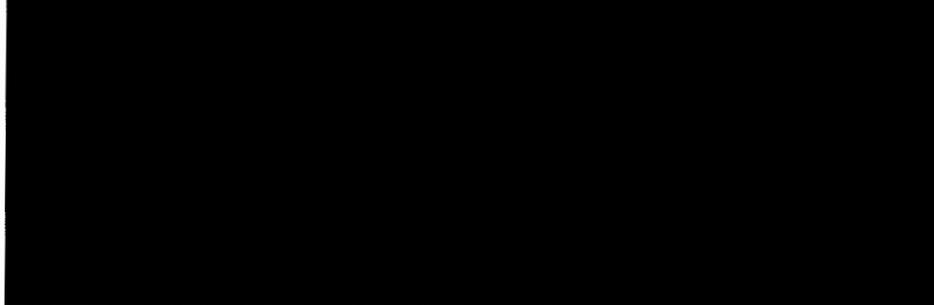
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12.

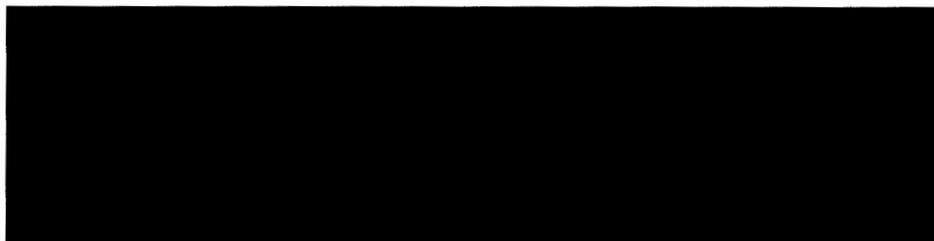


13.



14. **Norman Czajka '61:** Norm [Pastor of St. Camillus] is requesting an extension of his term as pastor. Bishop Alfred Abramowicz [Vicar] and Jerome Siwek [Dean] do not support this request. They feel that Norm has serious administrative limitations. He also is indecisive and forgetful. Jerry encouraged the Vicar and Dean to share these concerns with Norm before the Board votes on the extension request. It would not be fair to Norm to reject his request without him being aware of the reservations of the Vicar and Dean. Jerry Boland will follow up.

15.



D. Priests:

1. [REDACTED]
2. [REDACTED]
3. Norman Czajka '61 DC
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]

E.

F.

G.

H.

I.

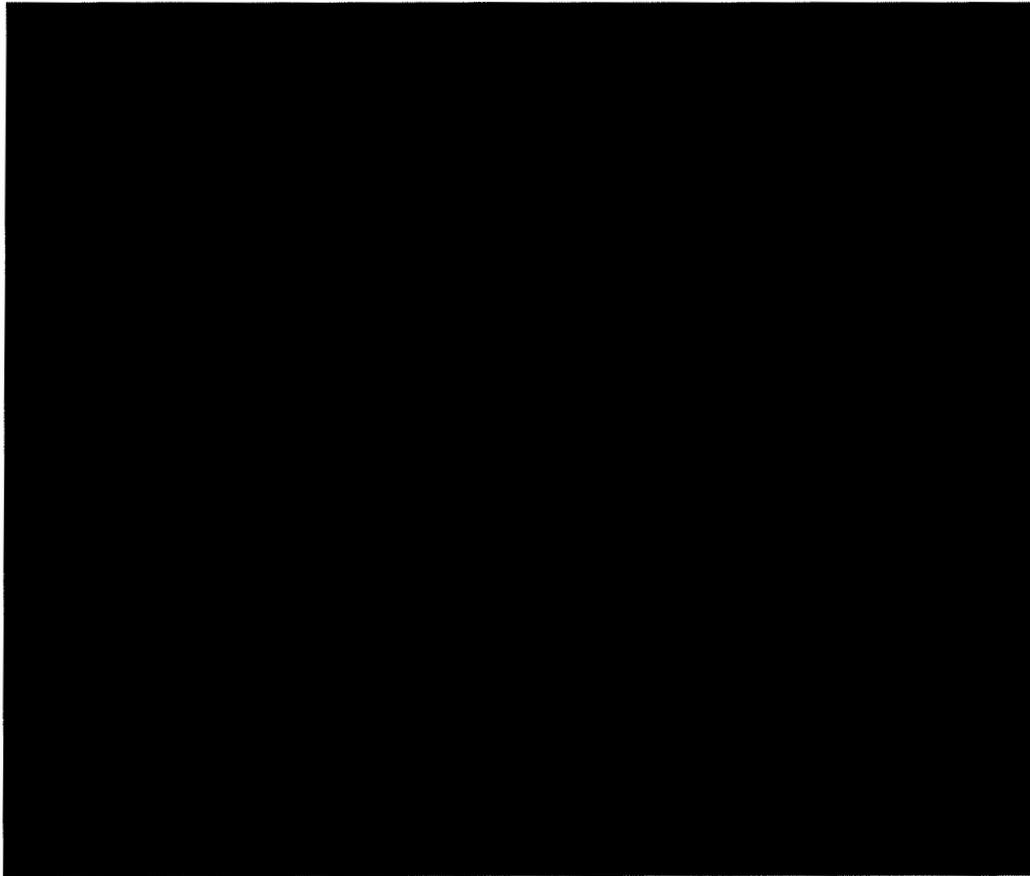
J.

VI Old Business:

[REDACTED]

Page 63

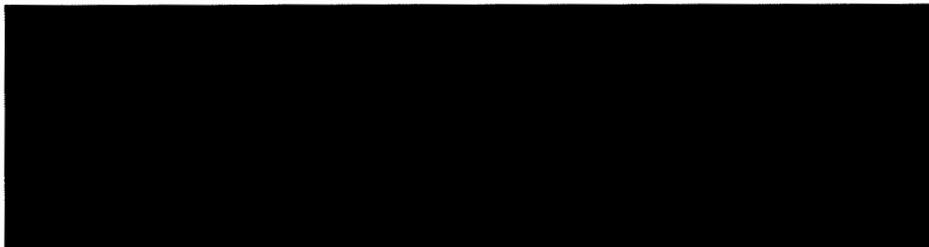
C.



D. **Priests:**

1.

2.



3. **Norman Czajka '61:** Jerry is awaiting word from Norm regarding the parish consultation date.

4.

5.





ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo to File

From: Rev. Patrick O'Malley
Date: 10/19/94
Re: Norman Czajka

On 10/18/94, I met with Fr. Joe Grembla and Fr. Jerry Siwek. Joe Grembla is the one who conducted the evaluation for Norman Czajka and he shared the final report with me. Fr. Siwek is the Dean for the area in which Fr. Czajka's parish lies.

Both of them have concerns about Norm's health. From information that they are getting from those who work closest with Norman, his short memory is not good and he is unable to make decisions and seems to procrastinate quite a bit. According to these reports, Fr. Stanley Drewniak is running the parish. Fr. Stanley is an extern who has been at the parish for six years and has done very good work. He is well liked by the people.

We discussed how situation this might be approached. The evaluation on Norman was reasonable and there were no major criticisms of Norman's performance. Several people expressed concern about his health.

We thought that there might be two possibilities:

1 - I would call Fr. Flavin, a classmate of Norm's, for some wisdom. I spoke to Flavin on 10/19 and he feels that Norman is no worse than he was before and perhaps a little bit better. He believes that, because the evaluation was good, Norman deserves to stay there. He feels that Norman's performance in the future will be no worse than his performance in the past.

2 - Both Grembla and Siwek are in agreement that if a conditional re-appointment could be made, in a confidential manner, this might help. Flavin also feels that if a short tenure could be presented to Czajka based on his ongoing health, that this might be acceptable. It would have to be done very confidentially. I spoke to Fr. Tom Paprocki, the Chancellor, about this matter and he said it is not possible



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

to limit any further the term of a pastor.

This limits all options. Perhaps Czajka could be seen by the Cardinal or by Bishop Gorman before any confirmation of a second six years. The Bishop could speak about fears for his health. He might even say that, if things appear worse, for Norm's sake, the Cardinal would ask him to leave the parish for a less stressful appointment.

Obviously the Cardinal would have to be involved in this.

12/14/94

To: Cardinal Bernardin,
From: Fr. O'Malley

In preparation for your 12/15 meeting with Fr. Czajka concerning his reappointment, you might consider the following approach:

- a. Listen to how he thinks he is doing.
- b. Explain your concerns: his ongoing health issues some of which stemmed [REDACTED]. He was assigned as pastor to St. Camillus around 1988.

A year ago, several different incidents brought his actions to the attention of the Vicar for Priests office.

It was our perception that the incidents arose out of a drinking problem. [REDACTED] As far as we know he is not drinking.

His leadership ability since the operation has been low-key, somewhat passive. It remains like that now. The complaints that come to us now do not center around drinking but around his pastoral style.

- c. His six-year written pastoral evaluation was not negative. But the people who work closest with him have difficulties with him and his style.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837
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- d. You are re-appointing him with some concerns. If, during this next term, difficulties do arise around health issues or, if other problems arise that point to a diminished ability to be a pastor, he will be confronted. You will expect him to cooperate in every way at that time with the recommendations you will make, even if it means resigning his pastorate. You need the assurance from him that he will cooperate.

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. St. Camillus

- F. [REDACTED]
- G. [REDACTED]
- H. [REDACTED]
- I. [REDACTED]
- J. [REDACTED]

K. Vicar for Priests Agenda:

1. [REDACTED]
2. [REDACTED]
3. Norman Czajka '61

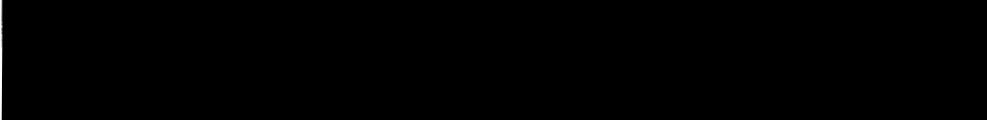
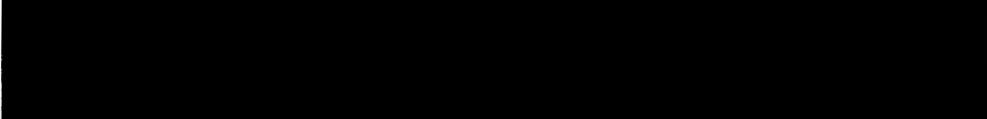
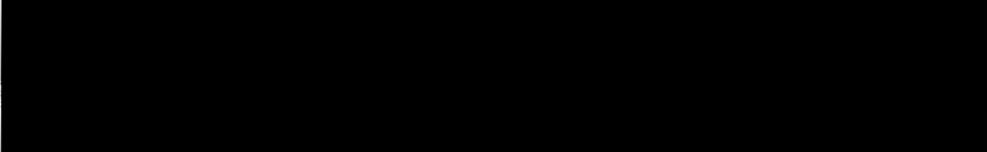
- L. [REDACTED]

VI Old Business:

[REDACTED]

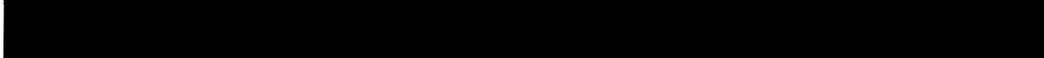


E. Parishes:

1. 
2. 
3. 
4. 

5. **St. Camillus:** Norman Czajka '61 [Pastor] is up for renewal. He does not have the support of his Bishop Alfred Abramowicz [Vicar] and Jerome Siwek [Dean]. The Vicar and Dean have brought their concerns to the Vicar for Priests. Pat O'Malley is reviewing their issues.

6. 

- F. 
- G. 

H.

I.

J.



K. Vicar for Priests Agenda:

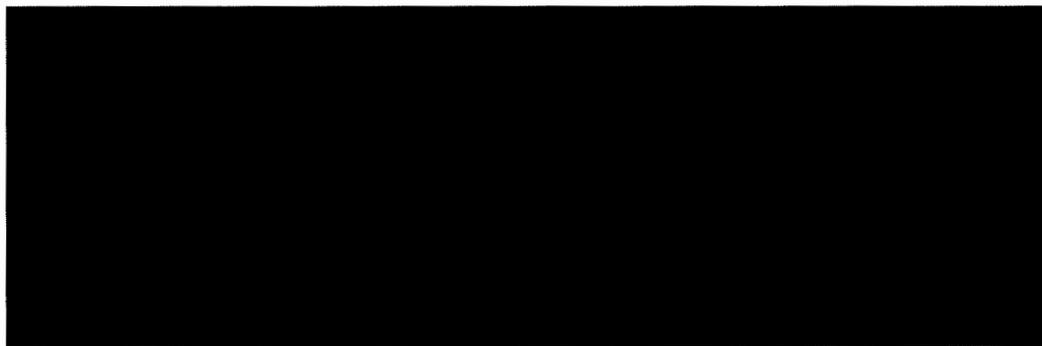
PRIESTS:

1. 
2. 
3. Norman Czajka '61

ISSUES:

1. Clearance of Pastors

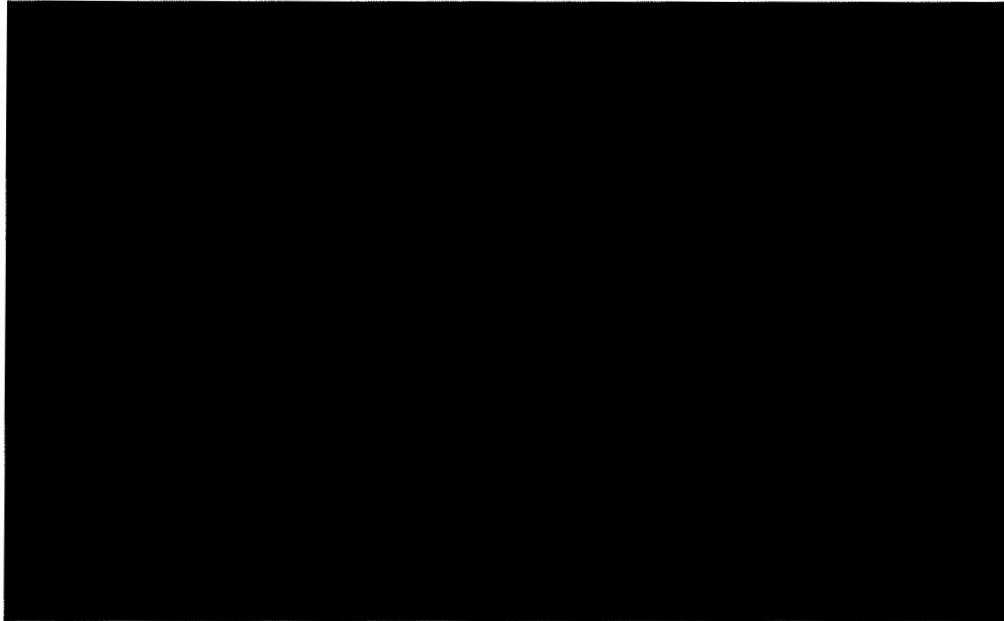
L.



F.

G.

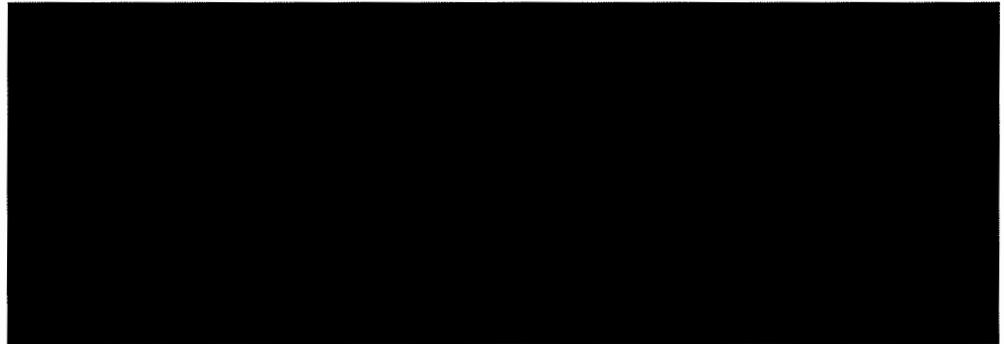
H.



I. **Vicar for Priests Agenda** (11/18/94 at 10:30 A.M.)

1. 
2. 
3. Norman Czajka '61
4. Clearance of Pastors

J.



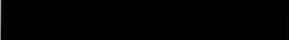
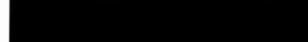
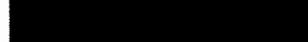
VI **Old Business:**

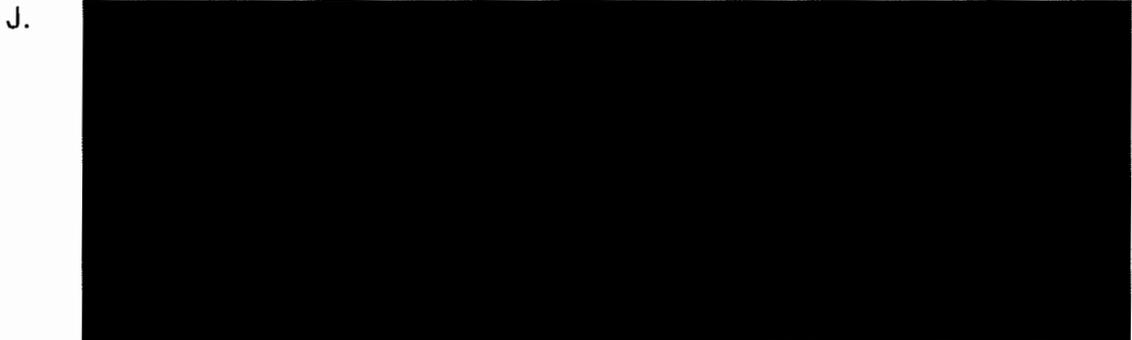


Page 81

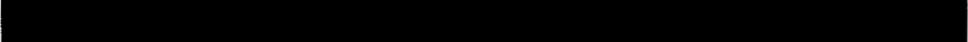
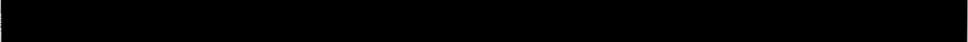
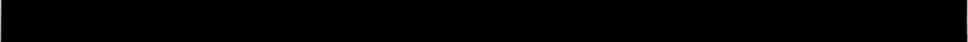


I. **Vicar for Priests Agenda** (11/18/94 at 10:30 A.M.)

1. 
2. 
3. Norman Czajka '61
4. 
5. 
6. 



VI **Old Business:**

- A. 
- B. 
- C. 
- D. 

VII **New Business:** 

VIII **Adjournment:** 2:10 P.M. of the last Board Meeting at 25 West Chicago Ave.
MOTION: 6 - 0 - 0

AGENDA

Meeting: #11 Fourteenth Board
Date: November 11, 1994
Place: Priests' Placement Board

I Opening Prayer: Rev. Daniel Coughlin

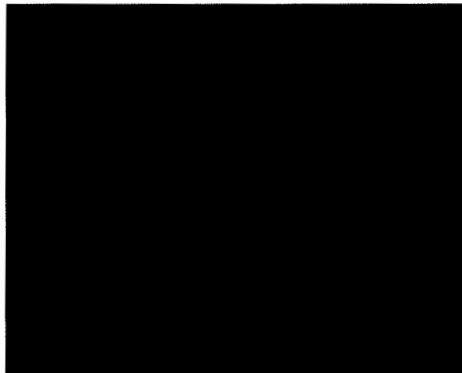
II Acceptance of Minutes:

III Reports: (See Attached Sheet)

IV Acceptance of Agenda:

V Business:

A.



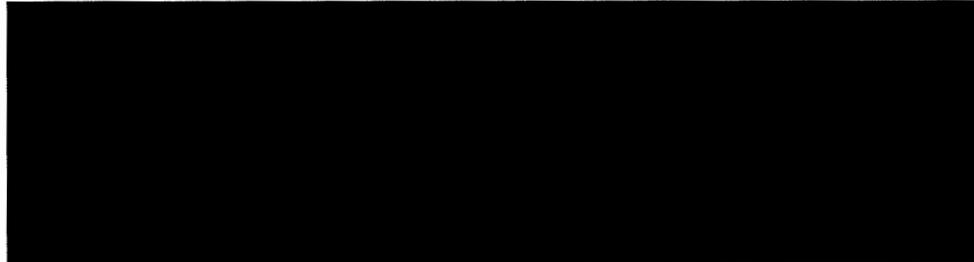
B.

C. Priests:

- 1.
- 2.
- 3.
- 4.
- 5.

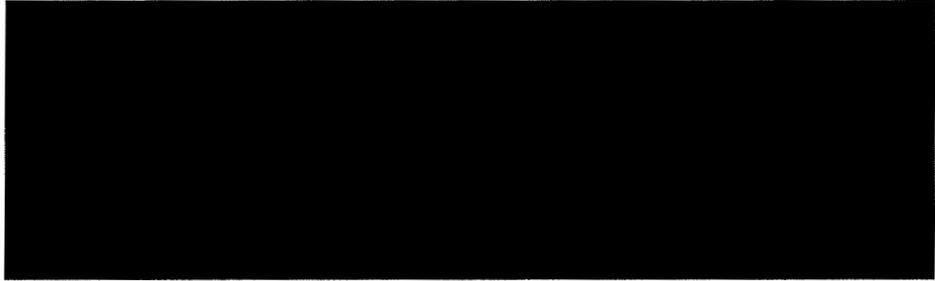


D.



E.

2.



3.

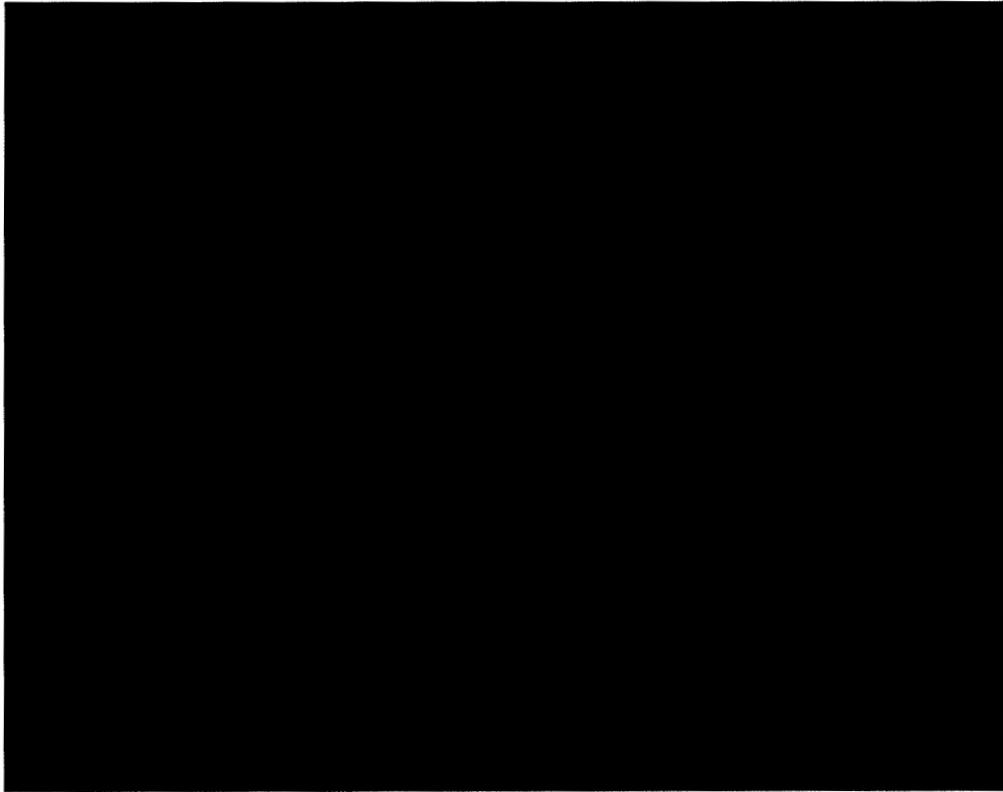
4. **Norman Czajka '61:** Norm has requested a second term. The Vicar and Dean do not support this. Patrick O'Malley [Vicar for Priests] met with Norm and will report to us at our next meeting.

5.



6.

D.



E.

F.

AGENDA

Meeting: #12 Fourteenth Board
Date: November 18, 1994
Place: Pastoral Center - 5th floor conference room

I Opening Prayer: Rev. Kevin J. Feeney

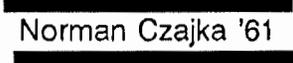
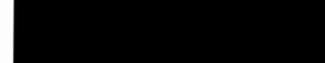
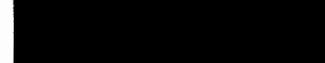
II Acceptance of Minutes:

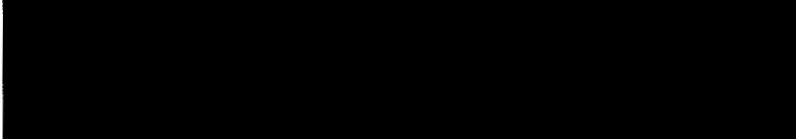
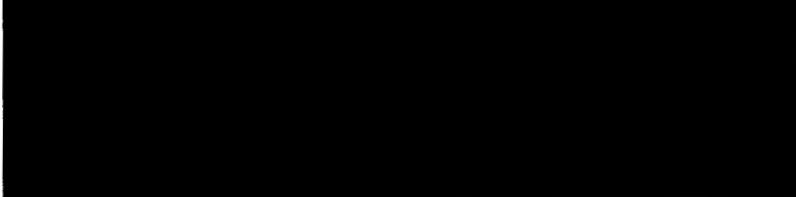
III Reports: (See Attached Sheet)

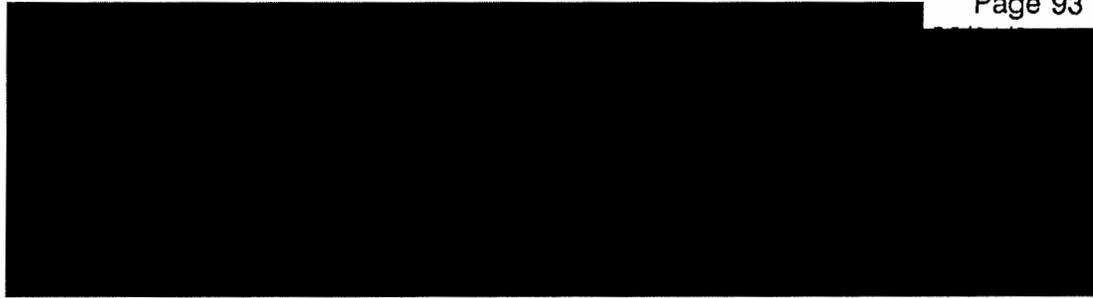
IV Acceptance of Agenda:

V Business:

A. Vicars for Priests Agenda (10:30 A.M.)

1. 
2. 
3. Norman Czajka '61
4. 
5. 
6. 
6. 

- B. 
- C. 
- D. 



IV Acceptance of Agenda: 8 - 0 - 0

With corrections:



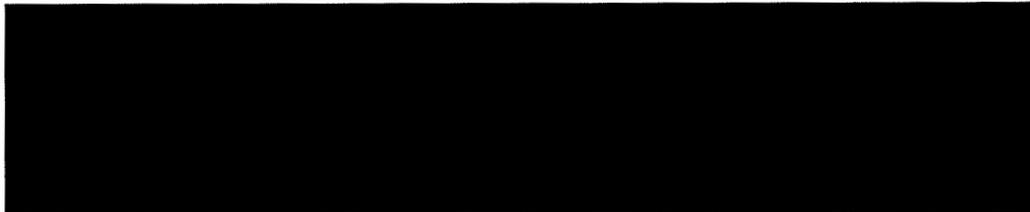
With additions:



V Business:

A. Vicars for Priests Agenda (10:30 A.M.)

1.

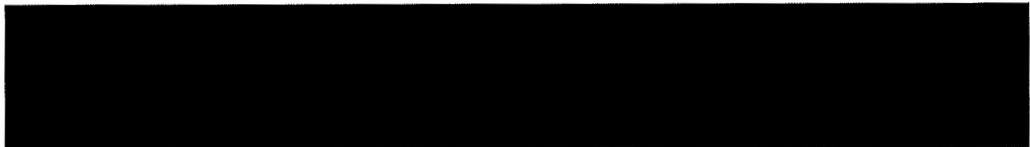


2.

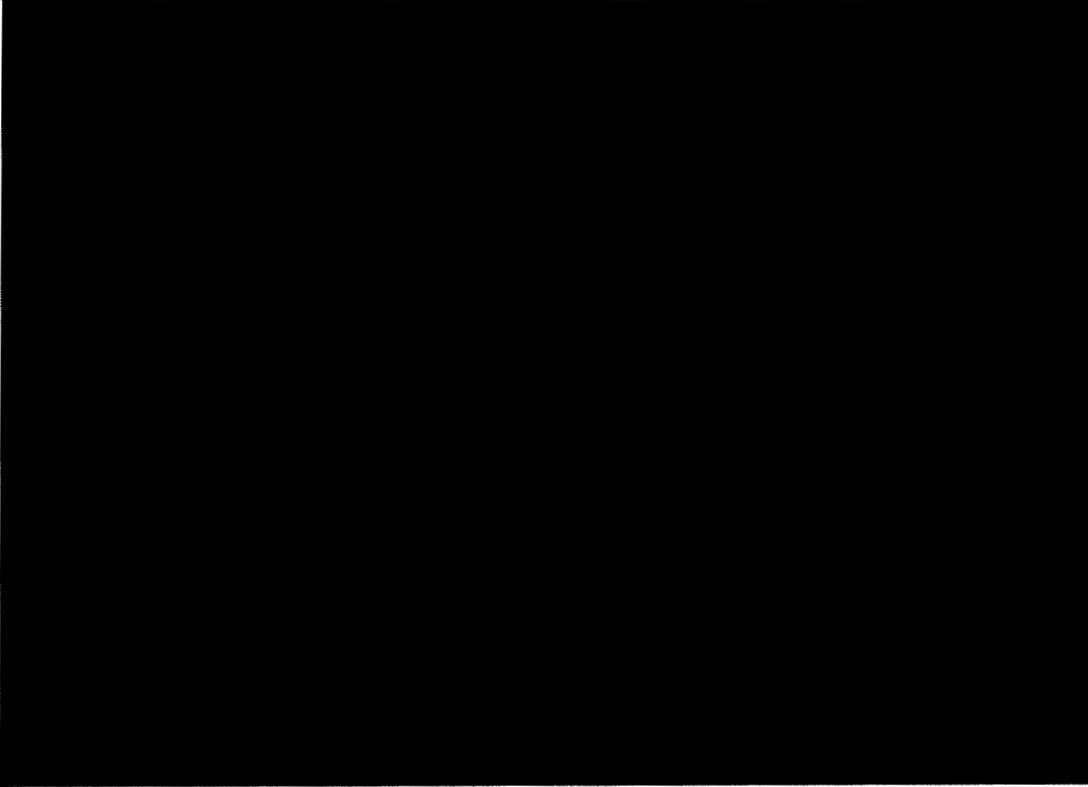
3. **Norman Czajka '61:** Norm's term is coming to an end. The Vicar and Dean are not supportive of his continuation as pastor.

The Cardinal should discuss the concerns with Norm. His lack of leadership and forgetfulness are problematic. Pat will also meet with Norm when the Cardinal visits with Norm.

4.

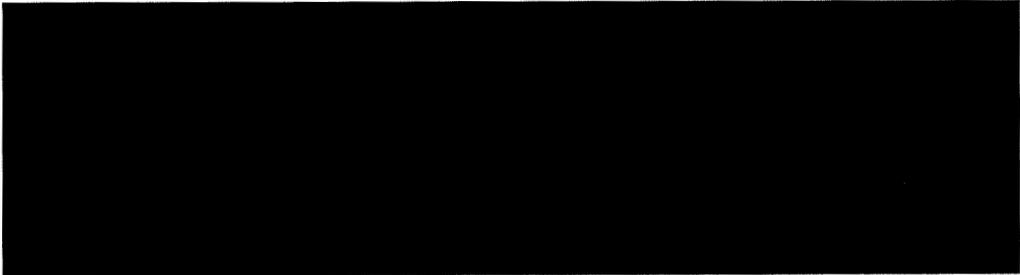


G.



H. **Second Term Pastors:**

1.



2.

3. **Norman Czajka '61:**

MOTION: 8 - 0 - 0 The Board endorses the Cardinal to approach Norm and discuss with him concerns related to his health and administration.

I.





ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

MEMO

TO: Joseph Cardinal Bernardin

FROM: Rev. Jeremiah M. Boland
Priests' Placement Board *JMB*

RE: Rev. Norman Czajka
(Pastor of St. Camillus)

DATE: November 22, 1994

*Dec. 15th
12:30 pm*

Your Eminence,

Norm has applied for a second term as pastor of St. Camillus. Bishop Abramowicz and Father Jerry Siwek [Dean] were not supportive of extending Norm's term due to some concerns raised at the parish about Norm's ability to administrate and his exercise of leadership. The Board encouraged the Vicar and Dean to share their concerns with Norm. After doing this, they asked for the advice of Pat O'Malley [Vicar for Priests]. He has reviewed the situation and would suggest that you, the Vicar for Priests and Norm meet together to discuss these issues with him before endorsing him for a second term. Pat O'Malley was of the opinion that Norm should be able to function alright if he is aware of these concerns and is doing something about them. Given that assurance, Pat would feel comfortable in Norm being endorsed. I will be asking Norm to set up an appointment with you as per our recommendation of November 18, 1994.



ARCHDIOECESIS OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo to File

From: Rev. Patrick O'Malley

Date: 12/16/94

Re: Rev. Norman Czajka

I met with Fr. Norman Czajka and Cardinal Bernardin on 12/15/94. I briefed the Cardinal about Norman's situation beforehand. The Cardinal spoke to Norman, advising him that he was preparing to reappoint Norman for six more years as pastor. Before he would reappoint him, he wanted Norman to know that he has some concerns, basically around Norman's health.

He advised Norman that if those health issues become a problem in the next six years, there will have to be dialog and the Cardinal will expect Norman to cooperate with him in the resolution of whatever problems exist. The Cardinal talked to Norman about the stresses that are incumbent in pastoral work, especially when one has [REDACTED] as Norman had in the past.

Norman spoke about Fr. Stanley Drewniak, who is residing at the parish. He says that Stanley has been a great help to him. I pointed out to Norman, that if Stanley applies for incardination, which he is apparently intent on doing, he may well be out of the parish shortly after that. Norman is aware of that. I pointed out that that would be an additional area of stress for him.

Although the Cardinal was quite specific in stating his concerns, and although the Cardinal will incorporate those concerns in the appointment letter, it is not altogether clear to me whether Fr. Czajka heard the Cardinal. Time will tell.

A G E N D A

Meeting: #15 - Fourteenth Board
Date: December 16, 1994
Place: Priests' Placement Board/Pastoral Center

I Opening Prayer: Rev. Michael T. Ivers

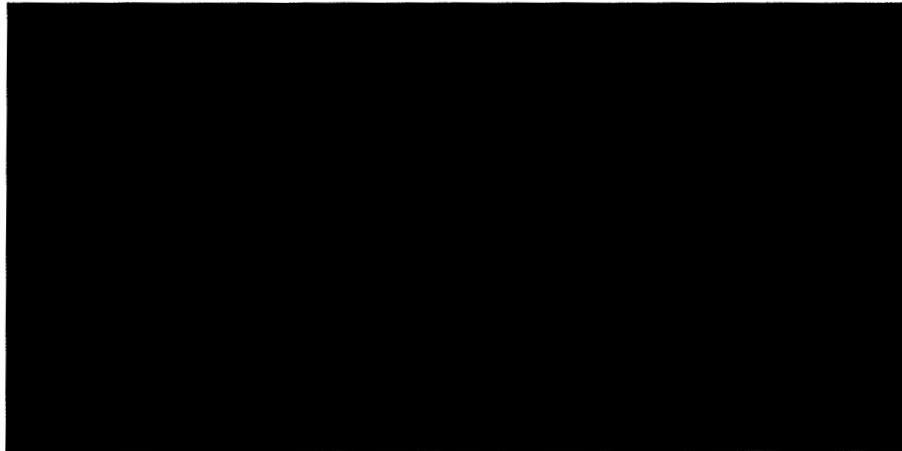
II Acceptance of Minutes:

III Reports: (See Attached Sheet)

IV Acceptance of Agenda:

V Business:

A.



B.

C.

D. Second Term Pastors:

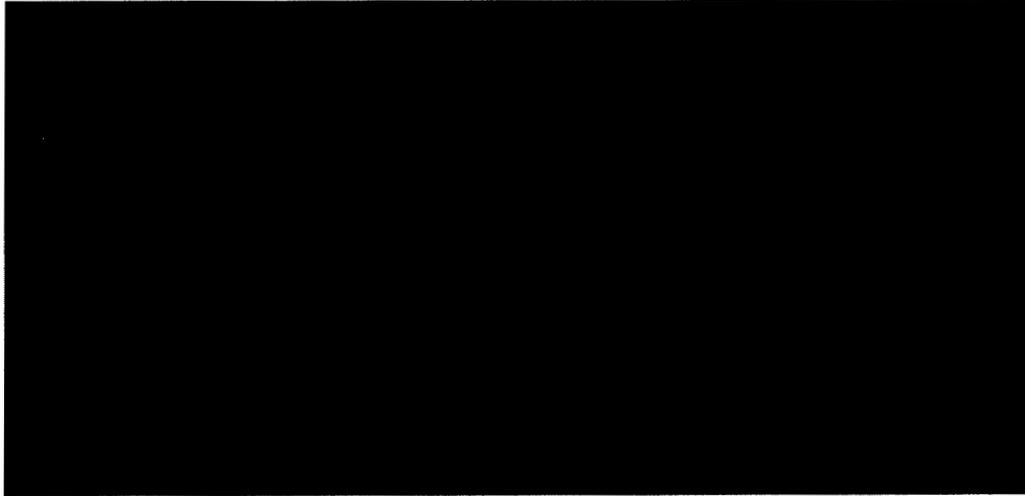
1. Norman Czajka '61

2. [Redacted]

E.



F.



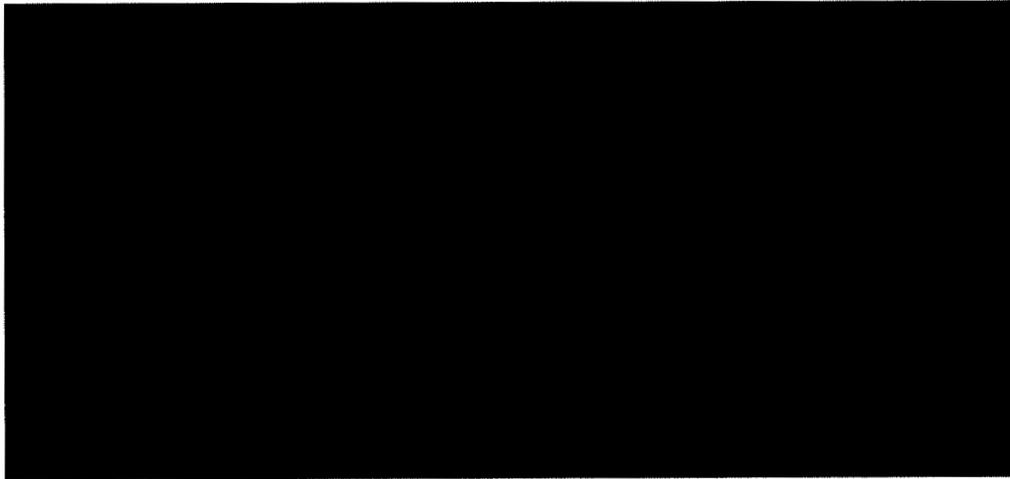
D. **Second Term Pastors:**

1. **Norman Czajka '61:**
MOTION: 4-1-0 That Norm Czajka be extended for a second term as Pastor of St. Camillus. If his health deteriorates, he situation will be reviewed.

2.



E.





ARCHDIOCESE OF CHICAGO
CELEBRATING 150 YEARS

December 20, 1994

Dear Father Czajka:

I was grateful for the opportunity of your meeting with me and Father Pat O'Malley on Thursday, December 15th, to discuss your desire to be extended as pastor of Saint Camillus Parish.

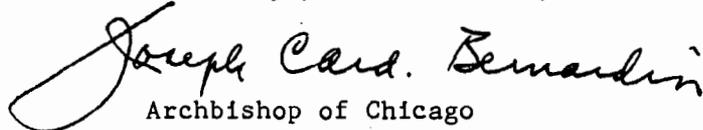
We specifically discussed concerns that have surfaced by the Vicar, the Dean and the Vicar for Priests regarding your health and the ability to administer the parish effectively at this time. You indicated that you were aware of these concerns and felt you could adequately deal with them. Given this sense of realism on your part, I am pleased to appoint you to a second term as pastor of Saint Camillus.

Norm, I am aware that during your years as pastor you have faced many challenges and you have courageously dealt with issues related to your health. It will be important, as we agreed, to monitor your health. If, for any reason, your health limits your effectiveness as pastor, we will have to meet and discuss the situation.

It is my hope that this re-appointment will be a time of renewal for you as you continue to share your priestly gifts with the people of God. Be assured that you are in my thoughts and prayers. Please know of my gratitude for all that you have done and continue to do for the Archdiocese.

With cordial good wishes, I remain

Sincerely yours in Christ,


Archbishop of Chicago

Reverend Norman Czajka
Saint Camillus Parish
5426 S. Lockwood Avenue
Chicago, Illinois 60638

cc: Most Reverend Alfred L. Abramowicz, Episcopal Vicar
Reverend Jerome S. Siwek, Dean
Reverend Patrick J. O'Malley, Vicar for Priests
Diocesan Priests' Placement Board



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

December 27, 1994

Rev. Edward McLaughlin
St. Michael Rectory
14327 Highland Avenue
Orland Park, Illinois 60642

Dear Ed,

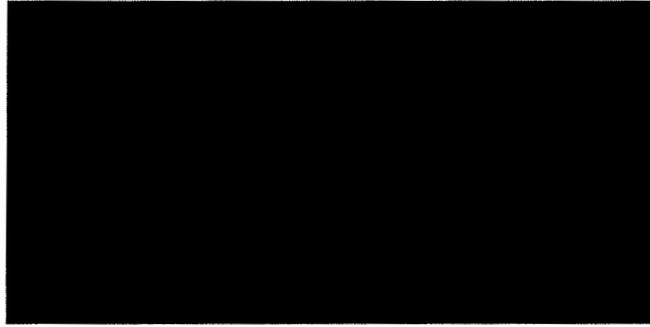
Just a note to let you know that Norm Czajka met with the Cardinal recently. He was renewed for a second term. I was present for that meeting. The Cardinal did stress to Czajka that if there are any problems with his health, the Cardinal will expect full cooperation from him to resolve those problems.

The Cardinal included his cautions in the letter of reappointment. Norman may not have heard what the Cardinal was saying to him but it was said and I wanted you to know that.

I hope that your holiday season is a good one and that you get a little time to relax.

Fraternally yours,

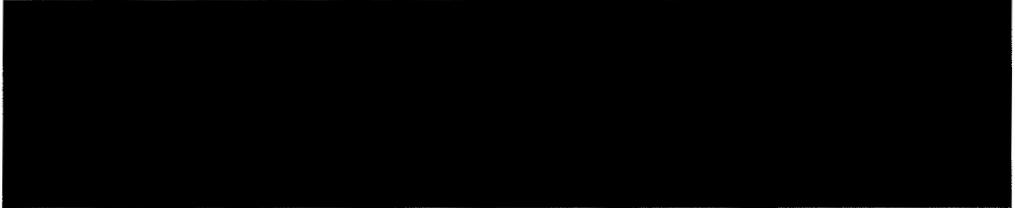
Rev. Patrick O'Malley
Vicar for Priests

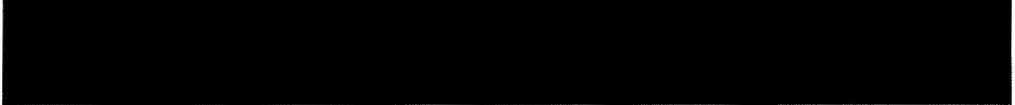


5. **Cardinal's Appointments:**

a) 

b) **Norman Czajka '61:** The Cardinal has appointed Norm to a second term as pastor of St. Camillus, with the understanding that if his health limits his effectiveness, they will have to meet to discuss the situation.

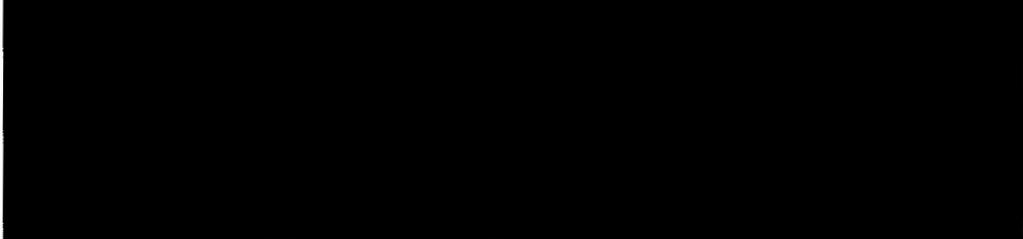
6. 

7. 

IV **Acceptance of Agenda:** Accepted 7 - 0 - 0 with additions



V **Business:**

A. 

3. St. Camillus: Bishop Gorman has concerns about Norman Czajka's '61 [Pastor] competence. He will speak with Norm about his situation.

4.

5.

6.

E.

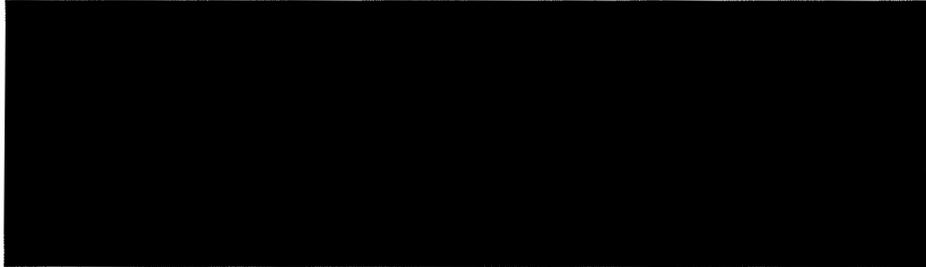
F.

G.

H.

D. Parishes:

1.



2.

3. Vicariate V i.e:

3a

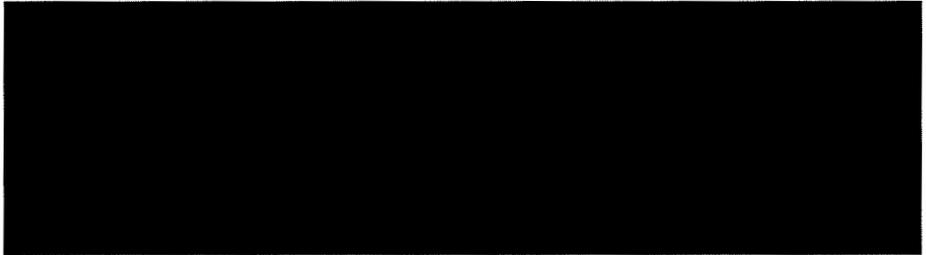


3b

3c

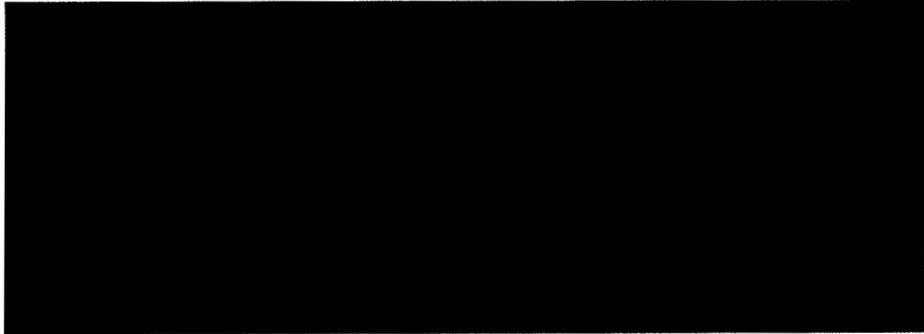
3d St. Camillus: Norman Czajka '61 [Pastor] is at the parish and has major health concerns that have become problematic to the development of the parish.

3e



3f

1.

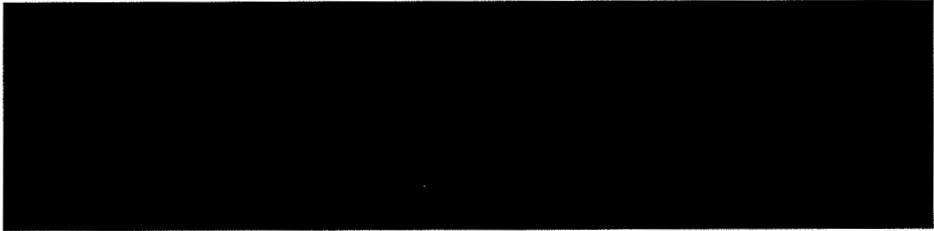


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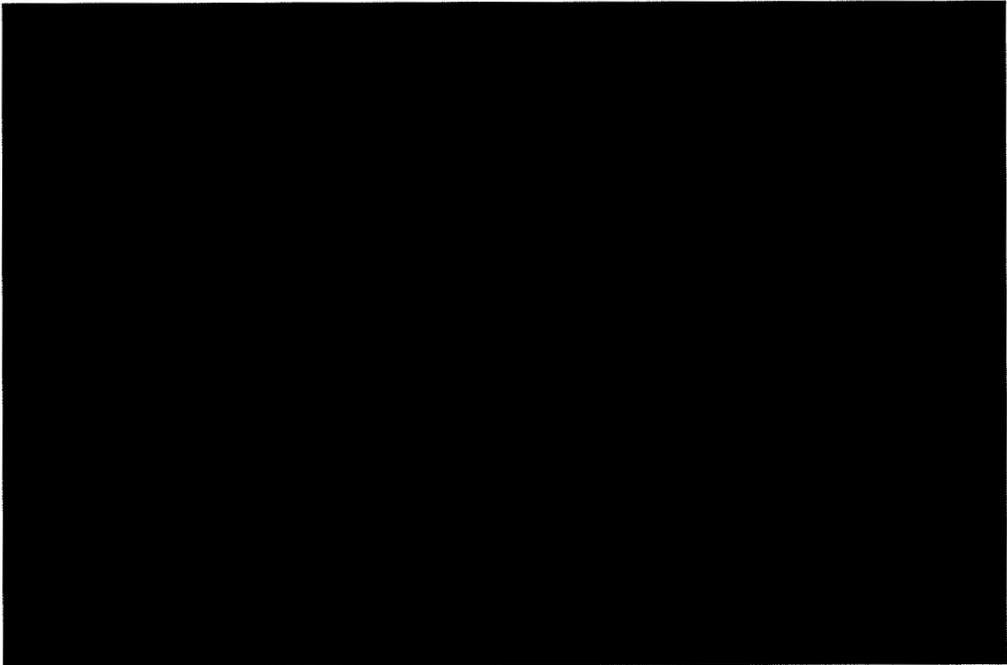
3.

4. St. Camillus: Norman Czajka '61 [Pastor] was taken to the hospital. The parish situation needs to be resolved.

5.



D.



E.

F.

ARCHDIOCESE OF CHICAGO

Office of Diocesan Priests' Personnel
Rev. Jeremiah M. Boland/Executive Sec.
312-751-5270



Post Office Box 1979
Chicago, IL 60690
FAX 312-751-5281

July 9, 1998

Reverend Norman Czajka
St. Camillus Parish
5426 S Lockwood Avenue
Chicago IL 60638

Dear Fr. Czajka:

Our records indicate that you are entering the 10th year of your pastorate. In March of 1997 the Presbyteral Council endorsed the policies of the Priests Personnel System. One of the policies endorsed had to deal with pastors completing their second term. The policy reads *"After two terms (six years each) as a pastor in a parish, the pastor's term concludes in that specific pastorate.* The Council asked that the Board begin working with pastors in their 10th year to avoid beginning the process late in their term.

The Office of Ministerial Evaluation will be contacting you if they haven't already done so, to conduct an evaluation. The purpose of this evaluation is not to determine whether you should stay or go, the purpose is to assist you in better appreciating your gifts and talents as a pastor. The feedback from the evaluation process will be very beneficial in helping you to get a sense of what kind of placement in the future will build on your strengths.

I write you now on behalf of the Board to advise you of the following practical considerations:

- 1) If you will celebrate your 65th birthday by the end of your 12th year as pastor, you may ask that your pastorate be extended.
- 2) If for some personal reason you feel an extension of your pastorate is needed you may ask for an extension.
- 3) If there is, in your estimation, a need at your parish that warrants an extension of your pastorate you may seek the extension.

The Placement Board will consider exceptions to the policy based on the following considerations:

- a) **AGE:** *age may be a factor in considering a waiver of this policy, but if a person is aged 59 or younger at the time of completion of his second term as pastor, it is recommended that age alone should not be the basis for an exception to this policy. (This does not mean that a pastor is automatically extended to a third term if over 59.)*
- b) **PARISH SITUATION:** *unique circumstances in the life of a parish may indicate the need for a waiver of this policy.*
- c) **FOREIGN LANGUAGE PROFICIENCY AND CULTURAL AWARENESS:** *these may be determining factors.*
- d) **ETHNIC, RACIAL OR CULTURAL CONSIDERATIONS:** *these may suggest a waiver of the two term policy.*
- e) **SPECIAL PROJECTS:** *some project within the parish that might necessitate an extension.*

- Over -

AOC 012086

f) *HEALTH: Particularly health problems would be a factor in considering a waiver of this policy."*

(In each of the preceding instances, consultation and evaluation will take place as previously mentioned.)

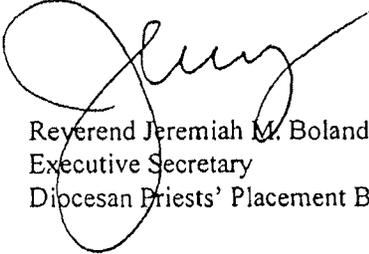
If you are not planning to seek an extension or one is not granted, there are various options to consider:

- A) A new pastorate which you would begin actively seeking now.
- B) A new pastorate which you would seek when your term is completed. This could mean extending your pastorate in your current term for one or two years.
- C) Being assigned as an Associate Pastor either temporarily or for a term of office depending on your wishes.
- D) Seeking a three to six month sabbatical and being reassigned before, during or in the one month after your sabbatical, dependent on your wishes.

I have enclosed a form for you to complete. If you return it by August 15, 1998, the Board will be better able to assist you in the future.

Thank you for your time, I hope all is well with you in your parish. I offer you the prayers of the entire Board at this time of decision in your life. We are grateful for all you have done in your ministry as pastor.

Sincerely yours,



Reverend Jeremiah M. Boland
Executive Secretary
Diocesan Priests' Placement Board

cc: Mary Yunger/Ministerial Evaluation
Most Rev. John Gorman, Vicar
Reverend Marc Pasciak, Dean

Enc: 1

Date of Birth: [REDACTED]

TWELVE YEAR PASTORATE FORM

Fr. Norman Czajka '61
St. Camillus Parish
5426 S Lockwood Avenue
Chicago IL 60638

Term Expires: 08/03/00
Vicariate: V
Deanery: B-W
Phone #: [REDACTED]

Dear Norm,

1. If you intend to seek an extension as pastor please check whichever is/are appropriate:

- A. I will have celebrated my 65th birthday by the end of my 12th year as pastor.
- B. I have personal reasons to seek an extension.
- C. There is a need at the parish that warrants an extension of my term.

(In each of the preceding instances, consultation and evaluation will take place.)

2. If you do not receive an extension at the end of your term, there are various options to consider:

- A. I intend to actively seek a new pastorate now.
- B. I intend to actively seek a new pastorate at the end of my present term.
- C. I intend to seek an associate pastor position either temporarily or for a term of office depending on desires/needs.
- D. I intend to seek another form of priestly ministry.
- E. I intend to seek a 3 or 6 month sabbatical and be reassigned before, during or in the one month after my sabbatical.
- F. I intend to seek resignation from my parish before the term is completed.

3. If you have not made a decision regarding these matters please check here. ()

4. Please indicate which Board member you would like to have as your contact with the Board:

- | | | |
|--|---|--|
| <input type="checkbox"/> Jeremiah Boland '81 | <input type="checkbox"/> John M. Collins '79 | <input type="checkbox"/> Kevin J. Feeney '77 |
| <input type="checkbox"/> Joseph J. Kinane '52 | <input type="checkbox"/> Robert E. McLaughlin '66 | <input type="checkbox"/> Steven Patte '69 |
| <input type="checkbox"/> John Siemianowski '89 | <input type="checkbox"/> Kenneth J. Velo '73 | |

We welcome your comments.

Thank you for your time and consideration. Please return this completed form by August 15, 1998

MAILING ADDRESS:

Archdiocese of Chicago
Diocesan Priests' Placement Board
P O Box 1979
Chicago, IL 60699-1979
(FAX # 312 / 751-5281)

This form must be returned before you seek an appointment with the Cardinal.

| Pastor | Parish | Term End | Term Year | Review Status |
|----------------|--------------|----------|-----------|---------------------|
| [REDACTED] | | | | |
| Appointed 1988 | | | | |
| [REDACTED] | | | | |
| Norman Czajka | St. Camillus | 8/04/00 | 10th | scheduled for Sept. |

ARCHDIOCESE OF CHICAGO

COPY

Office of Ministerial Evaluation
Phone: (312) 751-5265
Fax: (312) 751-5281



Post Office Box 1979
Chicago, Illinois 60690-1979

July 23, 1998

Rev. Norman Czajka, Pastor
St. Camillus Parish
5426 S. Lockwood Ave.
Chicago, IL 60638

Dear Father Czajka,

It has been several months since our new personnel policies became effective. During that time the Presbyteral Council has been reviewing the policies related to the twelve-year term. The Council recently confirmed these policies.

In light of this approval, and in consultation with Bishop Gorman, we are proceeding with the implementation of the policy on review of pastoral ministry for priests in their second term. The primary purpose of this review is to begin looking toward the future. It is not intended to make a case for or against another term.

The enclosed materials describe the process. The first step is to form a review team consisting of the Dean or another priest selected by Bishop Gorman, two lay persons from the Vicariate Council representatives, and a priest selected by you. I have recently spoken with Father Pasciak, your Dean. He will be coordinating the process. I will recruit the two lay members.

With this letter, I am asking that you recruit a priest to serve on your team. The commitment of this team member involves the following: an initial meeting to review the process; one or two meetings to review the feedback and draft the report; and possibly, attendance at the parish meeting where the process is introduced to those completing feedback forms.

When you have recruited your representative for the team, please complete the enclosed form and return it in the envelope provided, or give me a call. When you have named your representative, I will schedule an orientation meeting with the team.

During this time of transition, I anticipate questions and perhaps adjustments as we proceed. Please contact me if you need clarification or more information after reading the enclosed materials.

Sincerely,

A handwritten signature in cursive script that reads "Mary Yunger".

Mary Yunger, Director
Office of Ministerial Evaluation

Enc.

Cc: Most Rev. John Gorman, Episcopal Vicar
Rev. Marcel Pasciak, Dean
Rev. Jeremiah Boland, Priests' Placement Board

AOC 012090

RETURN FORM

**Fr. Norman Czajka
St. Camillus**

Term End: 8/4/2000

Please select the name of one priest whom you would like to serve on your review team.

CHARLES EZERSKI

Priest Team Member

SACRED HEART

Parish

JOHN FLAVIN

Alternate

O.L. of PERPETUAL HELP

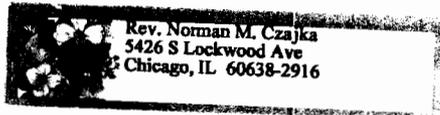
Parish

Norman M. Czajka

Signature

8/20/98

Date



PLEASE RETURN WITHIN 10 DAYS TO:

**MARY YUNGER, DIRECTOR
OFFICE OF MINISTERIAL EVALUATION
ARCHDIOCESE OF CHICAGO
PO BOX 1979
CHICAGO IL 60690-1979**

ACK

Memo To: Most Rev. John R. Gorman
 Episcopal Vicar, Vicariate V

From: Mary Yunger, Director
 Office of Ministerial Evaluation

Date: October 28, 1998

Re: Second Term Pastor Review

I recently met with the review team for Father Norman Czajka.
 Information regarding the review follows:

*TBe Delivered by
 h. Pasciak*

| PASTOR | COORDINATOR | COORD. PHONE NUMBER | PARISH MEETING DATE |
|--------------------|-------------------|---------------------|---------------------|
| REV. NORMAN CZAJKA | REV. MARC PASCIAK | (773) 767-1523 | Oct 28 |

The pastor involved will be expecting your letter to be placed in the bulletin around the time of the parish meeting.

I have enclosed the team list, the parish data profile and a sample letter for your reference. Please call if you have questions.

Thank you.

Encl.

Cc: Rev. Norman Czajka Pastor
 Rev. Marc Pasciak, Dean/Review Team Coordinator

MESSAGE CONFIRMATION

11/02/98 11:03
ID=ARCHDIOCESE OF CHICAGO

| NO. | MODE | BOX | GROUP | D. ID |
|-----|------|-----|-------|-------|
| 851 | TX | | | 5265 |

| DATE/TIME | TIME | DISTANT STATION ID | PAGES | RESULT | ERROR PAGES | S. CODE |
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| 11/02 11:02 | 00'34" | 312 767 6135 | 001/001 | OK | | 0000 |

ARCHDIOCESE OF CHICAGO
Office of Ministerial Evaluation
P.O. Box 1979
Chicago, IL 60690
Phone: (312) 751-5265
Fax: (312) 751-5281

FAX MEMORANDUM

TO: Rev. Marc Pasciak

FAX # 773-767-6135

FROM: Mary Yunger

DATE: November 2, 1998

TOTAL PAGES: 1

Just want to inform you that Bishop Gorman wants us to proceed with the evaluation for Father Czajka.

I spoke with Father on Friday. He indicated that Father Flavin and Father Tom Purtell have agreed to be on his team. I think it will be helpful to include both men on the team.

Unless I hear differently from you, I will send materials to them, indicating that you will be in contact with them to bring them up to date on the process. Father Purtell has recently coordinated a team. If you want me to brief Father Flavin on the process, I will be happy to do so.

I will also send updated team lists to the members of the team.

AOC 012093

Memorandum

TO: Rev. Thomas Purtell
Review Team Member

FROM: Mary Yunger, Director
Office of Ministerial Evaluation

DATE: November 9, 1998

RE: Second Term Pastor Review: Fr. Norman M. Czajka

I have enclosed a packet of materials for you to review for Father Czajka's second term pastor review. The materials include a list of the team members and phone numbers. Father Marc Pasciak, the review team coordinator, will contact you about the process.

If you have further questions or concerns, please feel free to contact me at the number listed above.

Enc.



Memo To: Most Rev. John R. Gorman
Episcopal Vicar, Vicariate V

From: Mary Yunger, Director
Office of Ministerial Evaluation

Date: November 9, 1998

Re: Second Term Pastor Review

I recently met with the review team for Father Norman Czajka. I have enclosed a copy of the Parish Profile for your reference and also a list of the team members and phone numbers.

As you know, the pastor involved will be expecting your letter (sample enclosed) to be placed in the bulletin around the time of the parish meeting. That meeting date has not yet been determined.

Please call if you have questions.

Thank you.

Encl.

Cc: Rev. Norman Czajka Pastor
Rev. Marc Pasciak, Dean/Review Team Coordinator

COPY

Memorandum

TO: Rev. John Flavin
Review Team Member

FROM: Mary Yunger, Director
Office of Ministerial Evaluation

DATE: November 9, 1998

RE: Second Term Pastor Review: Fr. Norman M. Czajka

I have enclosed a packet of materials for you to review for Father Czajka's second term pastor review. The materials include a list of the team members and phone numbers. Father Marc Pasciak, the review team coordinator, will contact you about the process.

If you have further questions or concerns, please feel free to contact me at the number listed above.

Enc.

AOC 012096

Office of Ministerial Evaluation
Phone: (312) 751-5265
Fax: (312) 751-5281



Post Office Box 1979
Chicago, Illinois 60690-1979

Memorandum

To: Rev. Marcel Pasciak
Review Team Coordinator

From: Mary Yunger, Director
Office of Ministerial Evaluation

Date: November 16, 1998

Re: Second Term Pastor Review: Father Czajka

Father Tom Purtell called to let me know it would be very difficult for him to serve on Father Czajka's review team at this time. However, with Father Flavin you still have a full team.

I will send an updated team list to all concerned. Father Czajka and Bishop Gorman will receive a copy of the same. Thank you!

Enc.

Cc: Most Rev. John Gorman, Episcopal Vicar
Rev. Raymond Czajka, Pastor

**Office of Ministerial Evaluation
Pastoral Center
155 E. Superior Ave.
Chicago, IL 60611
(312) 751-5265**

Fax

To: Father Marc Pasciak

From: Mary Yunger, Director

Fax: 773-767-6135

Pages: 3

Phone:

Date: November 16, 1998

AOC 012098

ARCHDIOCESE OF CHICAGO
Office of Ministerial Evaluation
P.O. Box 1979
Chicago, IL 60690
Phone: (312) 751-5265
Fax: (312) 751-5281

FAX MEMORANDUM

TO: Rev. Marc Pasciak **FAX # 773-767-6135**

FROM: Mary Yunger

DATE: December 16, 1998

RE: Father Czajka's Review **TOTAL PAGES: 1**

I'm wondering whether you've spoken recently with Bishop Gorman regarding the progress of Father Czajka's review. Barbara (from Bishop Gorman's office) was inquiring earlier this month, and after an initial attempt to follow up with you, it slipped my mind.

If you haven't, could you touch base with him on this subject?

Thank you so much.

Cc. Barbara Riner

MESSAGE CONFIRMATION

12/16/98 09:53
ID=ARCHDIOCESE OF CHICAGO

| NO. | MODE | BOX | GROUP | D. ID |
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| 033 | TX | | | 5265 |

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| 12/16 09:52 | 00'33" | 312 767 6135 | 001/001 | OK | | 0000 |

ARCHDIOCESE OF CHICAGO
Office of Ministerial Evaluation
P.O. Box 1979
Chicago, IL 60690
Phone: (312) 751-5265
Fax: (312) 751-5281

FAX MEMORANDUM

TO: Rev. Marc Pasclak **FAX # 773-767-6135**

FROM: Mary Yunger

DATE: December 16, 1998

RE: Father Czajka's Review **TOTAL PAGES: 1**

I'm wondering whether you've spoken recently with Bishop Gorman regarding the progress of Father Czajka's review. Barbara (from Bishop Gorman's office) was inquiring earlier this month, and after an initial attempt to follow up with you, it slipped my mind.

If you haven't, could you touch base with him on this subject?

Thank you so much.

Cc: Barbara Riner

AOC 012100

MESSAGE CONFIRMATION

12/16/98 10:03
ID=ARCHDIOCESE OF CHICAGO

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| 034 | TX | | | 5265 |

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| 12/16 10:03 | 00'31" | BISHOP GORMAN | 001/001 | OK | | 0000 |

ARCHDIOCESE OF CHICAGO
Office of Ministerial Evaluation
P.O. Box 1979
Chicago, IL 60690
Phone: (312) 751-5265
Fax: (312) 751-5281

COPY

FAX MEMORANDUM

TO: Rev. Marc Pasclak

FROM: Mary Yunger

DATE: December 16, 1998

RE: Father Czajka's Review

FAX # 773-767-6135

TOTAL PAGES: 1

I'm wondering whether you've spoken recently with Bishop Gorman regarding the progress of Father Czajka's review. Barbara (from Bishop Gorman's office) was inquiring earlier this month, and after an initial attempt to follow up with you, it slipped my mind.

If you haven't, could you touch base with him on this subject?

Thank you so much.

Cc: Barbara Riner

AOC 012101

6
U

Rev. Marcel J. Pasciak

PASTOR

St. Symphorosa Church
6135 South Austin Avenue
Chicago, Illinois 60638

Ph. (773) 767-1523 Fax (773) 767-6135

RECEIVED
2-24-99

2.
This is final draft of P. Czajka's
re. 2 vacation. Bishop Granna was
asked to contact you about it. If
have any problems, call me.
MARCEL J.

FINAL REPORT: REV. NORMAN CZAJKA

SECOND TERM PASTOR REVIEW (TEN YEAR)

ST. CAMILLUS CHURCH, CHICAGO

REVIEW TEAM:

REV. MARCEL J. PASCIAK, CO-ORDINATOR

REV. JOHN FLAVIN

FEBRUARY, 1999

SECOND TERM PASTOR REVIEW:
REV. NORMAN CZAJKA/ST. CAMILLUS CHURCH

A. OVERVIEW

The evaluation form was distributed to 35 parishioners and staff members. Twenty-four (68%) completed and returned it. Seventeen responded that they held leadership positions currently in the parish. All but one responded that they had known Fr. Czajka for 8-10 years.

Most would have occasion to see him quite frequently (weekly or more often). Most too would comment on his "poor health" (62 %).

B. REVIEW FEEDBACK

In his role as PROCLAIMER OF THE WORD, Father receives only a "fair" rating in his support of the educational programs in the parish. The School and CCD programs (both English and Polish) are given high grades in their effectiveness and organization--as well as the School Board. However, his involvement with the young people is only minimal.

There are very few adult educational or formational opportunities offered (with no real RCIA program existent). Neither is there any teen or youth ministry program for adolescents--nor is there a staff member who works with teens.

As LEADER OF WORSHIP he again receives only a "fair" rating in his contribution to the spiritual life of the parish and his sensitivity to the needs of parishioners. Seventy percent of the respondents characterize his presidential style at Mass as "just acceptable" or worse (apathetic or listless). His homilies can be inspiring and thought-provoking, but more often than not can be controversial (in regard to ethnic or racial issues) and are often "wordy" and repetitious (68 %). Because of his health problems he is often absent-minded and arrives for scheduled services or meetings either late or not at all.

Fr. Czajka's contribution to the parish as BUILDER OF COMMUNITY gets mixed reviews from the respondents. While he attends functions in the parish with regularity, he is seen as "contributing very little" to the spirit of community in the parish. He listens without hearing people's needs; and he oftentimes has pre-conceived ideas on what should be done without hearing "all the sides".

The pastor genuinely likes people and has a good sense of humor, yet at times he alienates some people with his inappropriate or sarcastic remarks. He does, however, respond well pastorally to people in crisis situations (eg. hospitals, bereavement, etc.

In his pastoral role as STEWARD OF THE COMMUNITY'S RESOURCES, Fr. Czajka gets a "poor-fair" rating both pastorally and administratively in his understanding the "present and future needs" of the parish. He has a difficult time in meetings making his position clear oftentimes vague and rambling in his responses. He depends on a small handful of trusted advisors to make important decisions, himself avoiding conflict or putting off decisions that need to be made. Half of the respondents characterized him as "defensive or set in his ways."

C. SPECIAL CONCERNS

From the respondents' written comments (which were rather extensive), this "ten-year evaluation" of Fr. Czajka surfaces some key issues at St. Camillus. They can be summarized briefly in this way:

1) There are real concerns for Fr. Czajka's HEALTH PROBLEMS that seem to make even his daily duties quite difficult--not to mention his decision-making capability. Some also mention his struggle with [REDACTED]--and his public drinking.

2) Respondents time and again refer to the GROWING DIVISION in the parish between the Polish-speaking immigrant population and the long-standing established parish community (mostly English-speaking).

3) Fears were surfaced by many about the future of the parish especially in light of FR. STANLEY'S IMMINENT TRANSFER (who would now make the important decisions? would the Polish community leave with Fr. Stan? who would advise Fr. Norm?) A few even voiced concerns about future airport expansion impacting on the parish.

4) Concerns were raised about PARISH FINANCES AND THE ADMINISTRATION OF RESOURCES. There were real concerns that Fr. Czajka was not aware or oblivious to mismanagement of parish funds and programs. (It may be pointed out that the pastor's self-evaluation in this area was vastly different from the respondents' comments.)

D. CONCLUSIONS/RECOMMENDATIONS

St. Camillus has been now for almost eighty years a wonderful parish community serving the needs of the Midway-Clearing community on the southwest side. Originally established as a "national parish" to meet the needs of the large amount of Poles along Archer Avenue, this faith community has remained active and viable because of its excellent lay leadership and fine devout priests through the years.

Recently, however, a heavy influx of newly-arrived Polish immigrants have put a definite strain on the "parish balance." An administrator must be appointed to assist Fr. Czajka in his duties as pastor and in providing "bridge-building" to bring this community together.

With a newly-renovated school after the Noise Abatement Federal Project, the parish buildings are in good condition for their age. Mass attendance (2800 the last October count) is at an all-time high. Polish devotions and ministries are flourishing. The St. Camillus Taste of Midway remains one of the southwest side's finest carnival/festivals.

LEADERSHIP, HOWEVER, IS BADLY LACKING. SOMETHING NEEDS TO BE DONE IMMEDIATELY ON THE ARCHDIOCESAN LEVEL REGARDING PERSONNEL AT ST. CAMILLUS. AN ADMINISTRATOR NEEDS TO BE APPOINTED. IT'S NEITHER FAIR TO FR. CZAJKA NOR THE PARISH TO ALLOW THIS SITUATION TO CONTINUE. (Some respondents mentioned that many of these problems were brought up on Fr. Czajka's first term evaluation--and nothing was done at that time).

Rev. Mel Pak
REVIEW TEAM CO-ORDINATOR

2/11/99
DATE



2/11/99
DATE

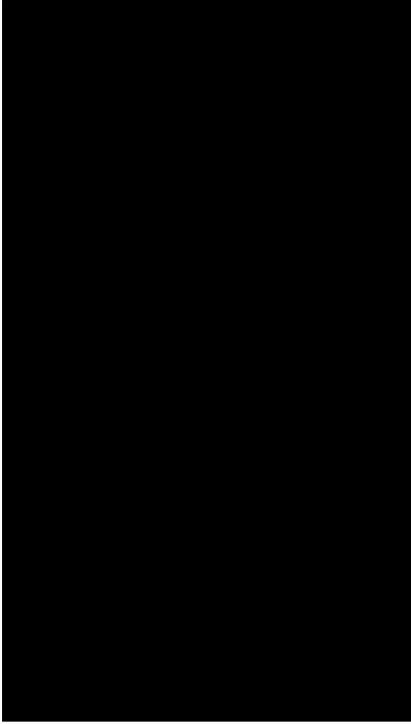
REVIEW TEAM MEMBER

2/11/99
DATE

Rev. John E. Flavin
REVIEW TEAM MEMBER

2/16/99
DATE

ST.CAMILLUS STAFF AND PARISHIONERS WHO RESPONDED:



ARCHDIOCESE OF CHICAGO

COPY

Office of Ministerial Evaluation
Phone: (312) 751-5265
Fax: (312) 751-5281



Post Office Box 1979
Chicago, Illinois 60690-1979

February 26, 1999

Reverend Mark Pasciak
Review Team Coordinator
St. Symphorosa Parish
6138 S. Austin Ave.
Chicago, IL 60638

Dear Father Pasciak,

I've recently learned from the Priests' Placement Board that you completed the second term pastor review for Father Norm Czajka. Thank you for your work as coordinator. I know that the process requires insight, sensitivity, care, honesty, a prayerful spirit, and a good deal of commitment. I am grateful for your willingness to share these gifts with Father Czajka and the Church of Chicago.

May God grant you a meaningful Lenten season.

Sincerely,

A handwritten signature in cursive script that reads "Mary Yunger".

Mary Yunger, Director
Office of Ministerial Evaluation

MY/jw

Dear Fr. Mark
Again - thank you for your thoughtful and
generous approach to this ministry for your
colleagues.
Mary

AOC 012107

ARCHDIOCESE OF CHICAGO

COPY

Office of Ministerial Evaluation
Phone: (312) 751-5265
Fax: (312) 751-5281



Post Office Box 1979
Chicago, Illinois 60690-1979

February 26, 1999

Reverend John Flavin
Review Team Member
Our Lady of Perpetual Help
1775 Grove St.
Glenview, IL 60025

Dear Father Flavin,

I've recently learned from the Priests' Placement Board that you have completed the second term pastor review for Father Norm Czajka. Thank you so much for your assistance. As you may know, this is a process that requires insight, sensitivity, care, honesty, a prayerful spirit, and a great deal of commitment. I'm very grateful for your willingness to share these gifts with Father Czajka and the Church of Chicago.

May God grant you a meaningful Lenten season.

Sincerely,

A handwritten signature in cursive script that reads "Mary Yunger".

Mary Yunger, Director
Office of Ministerial Evaluation

MY/jw

AOC 012108

3RD

NAME: Reverend Norman M. Czajka '61

PARISH: St. Camillus

5426 S Lockwood Avenue

Chicago, Illinois 60638

PHONE: [REDACTED]

VICARIATE: V

DEANERY: B

3rd TERM: August 4, 2000

AGE THEN: 65 [REDACTED]

LETTER & FORM TO PASTOR REQUESTING INTENTIONS: 7/9/98

FORM RECEIVED: none *

COPY OF FORM TO VICAR, DEAN & BOARD CONTACT: _____

VICAR'S LETTER RECEIVED: _____

DEAN'S LETTER RECEIVED: _____

BOARD MEETING: _____

WSR TO CARDINAL: _____

*IF LEAVING - PARISH CONSULTATION SCHEDULED FOR: 4/11/99

April 30, 1997

Evaluation rec'd 8/24/99

Larry,

I visited Norm Cygna at St. Catherines rectory on Wed. June 23rd. At the time he was concerned about salary and title. Salary because there is a new pastor. Title because he was and how his presence at St. C. would be listed regularly in the parish bulletin.

Tim Lyle did not think that he should receive a pastor's salary any longer. Both Dorset & Sohier presumed now, that he was no longer pastor, ~~that~~ he would be retiring because of health reasons.

I am asking you to bring this to the PRMAA Bd on Tuesday July 6th. Alex knows this intent. He will try to speak # to Norm before the Bd meeting.

If you recall our conversation with Dorset, he articulated a working distinction 1) if a man simply retires early he should be reduced 2) if he has to give up the pastorate because of health ~~then when he retires~~ he should probably receive full retirement too

I spoke to Norm on Thursday 7/1. I told him you & Alex were prepared to bring this to the Bd on Tuesday.

Thanks

DC

NORM CZAJKA

Meeting w/ M Camilleri - 4/23/99

- seems good with P Zallek
- knows that people need to be re-directed - not worried
- concerned about title - "what to put in bulletin"
 - said "povise" pastor - could not be translated into Polish
 - "they understand pastor into death"
 - I wondered how people at 5 HM refer to Bishop A
- presently is taking pastor's salary
- I promised I would investigate items & get back next week
 - 1) talk to T & L & Goedert re title & feasibility
 - 2) talk to Ahey re feasibility of full retirement
 - NC is on Soc Sec. Medicare
 - 3) call Doug Lincoln → NC

| | | | | | | | |
|---------------|--|------------------------------------|--|---|---|---------------------------------|---------------------------------|
| PHONE MESSAGE | TO | Don | DATE | 7/6 | TIME | 356 | AM PM |
| | FROM | Peter Golik | AREA CODE | | | | |
| | OF | St Camillus | NO. | | | | |
| | | | EXT. | | | | |
| | Call when you get back. | | | | | | |
| | 7/16 He will pay him stipend for services but no salary at end of July | | | | | | |
| | | | | | | | SIGNED |
| | PHONED <input type="checkbox"/> | CALL BACK <input type="checkbox"/> | RETURNED CALL <input type="checkbox"/> | WANTS TO SEE YOU <input type="checkbox"/> | WILL CALL AGAIN <input checked="" type="checkbox"/> | WAS IN <input type="checkbox"/> | URGENT <input type="checkbox"/> |



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

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

July 30, 1999

Rev. Norman M. Czajka
St. Camillus
5426 S. Lockwood Ave.
Chicago, IL 60638

Dear Norman,

In your phone call on Thursday, July 29, 1999 you were clear in stating it was your desire to take early retirement due to your physical condition and medical concerns. I know that this has not been an easy decision for you. I realize that besides talking to me about this, you have taken consultation in John Flavin, Alex Becker and others. I wish to commend you for your decision at this time.

As I stated on the phone, this is a decision that will serve you, the parish you love and the present pastor with the clarification you have been seeking.

On that same day I called Alex Becker and asked him to start payment of \$500 to you as a retired priest. This has already been approved by the PRMAA Board at its last meeting. Alex will see to it that this is retroactive, so that you will be paid as of July 1, 1999.

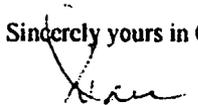
With this amount of monthly income and the moneys you may receive for services rendered by helping with Masses and Confessions etc. you will be able to continue well at St. Camillus. Perhaps as needs arise you may have to draw upon your annuities.

Let me know if you run into any difficulties.

Be sure to write to the Cardinal seeking his permission to take this early retirement. My suggestion is that he should receive this letter from you before August 15, 1999.

My prayers are with you. I hope all goes well.

Sincerely yours in Christ,


Rev. Daniel P. Coughlin
Vicar for Priests

CC: Cardinal George
Bishop John Gorman
Alex Becker
Rev. Jeremiah Boland

AOC 012113

ARCHDIOCESE OF CHICAGO

Auxiliary Bishop of Chicago
Episcopal Vicar of Vicariate V



2330 West 118th Street
Chicago, Illinois 60643-4710

(773) 779-8440
Fax: (773) 779-8469

MEMO

TO: Rev. Daniel P. Coughlin

FROM: Bishop Gorman

DATE: August 2, 1999

SUBJECT: Your July 30th Letter to Rev. Norman Czajka, St. Camillus

Dan, I want to thank you for working on the retirement situation for Father Czajka. I have been talking with Father Peter Galek, the new pastor, about this, too.

I appreciate your keeping me updated on Father Czajka's retirement.

ARCHDIOCESE OF CHICAGO

Larry,
FYI
please return
RC

Office of the Archbishop



Post Office Box 1979
Chicago, Illinois 60690-1979

March 6, 2000

Dear Father Czajka,

I have been meaning to write you to see how you are doing. I hope you are feeling better and have made a good adjustment to retirement. This letter is to formally name you Pastor Emeritus of St. Camillus, effective immediately.

Please speak with Father Charles Kelly of the Priests' Retirement and Mutual Aid Association regarding your pension benefits and other necessary arrangements.

Norm, I wish to thank you for all you have done during your 39 years of priesthood and especially for your leadership and service at St. Camillus. Know of my continued prayers and support, as well as my gratitude.

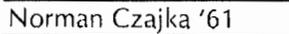
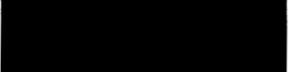
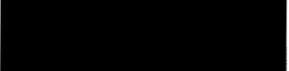
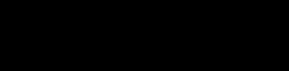
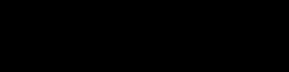
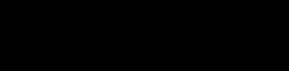
Fraternally yours in Christ,

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

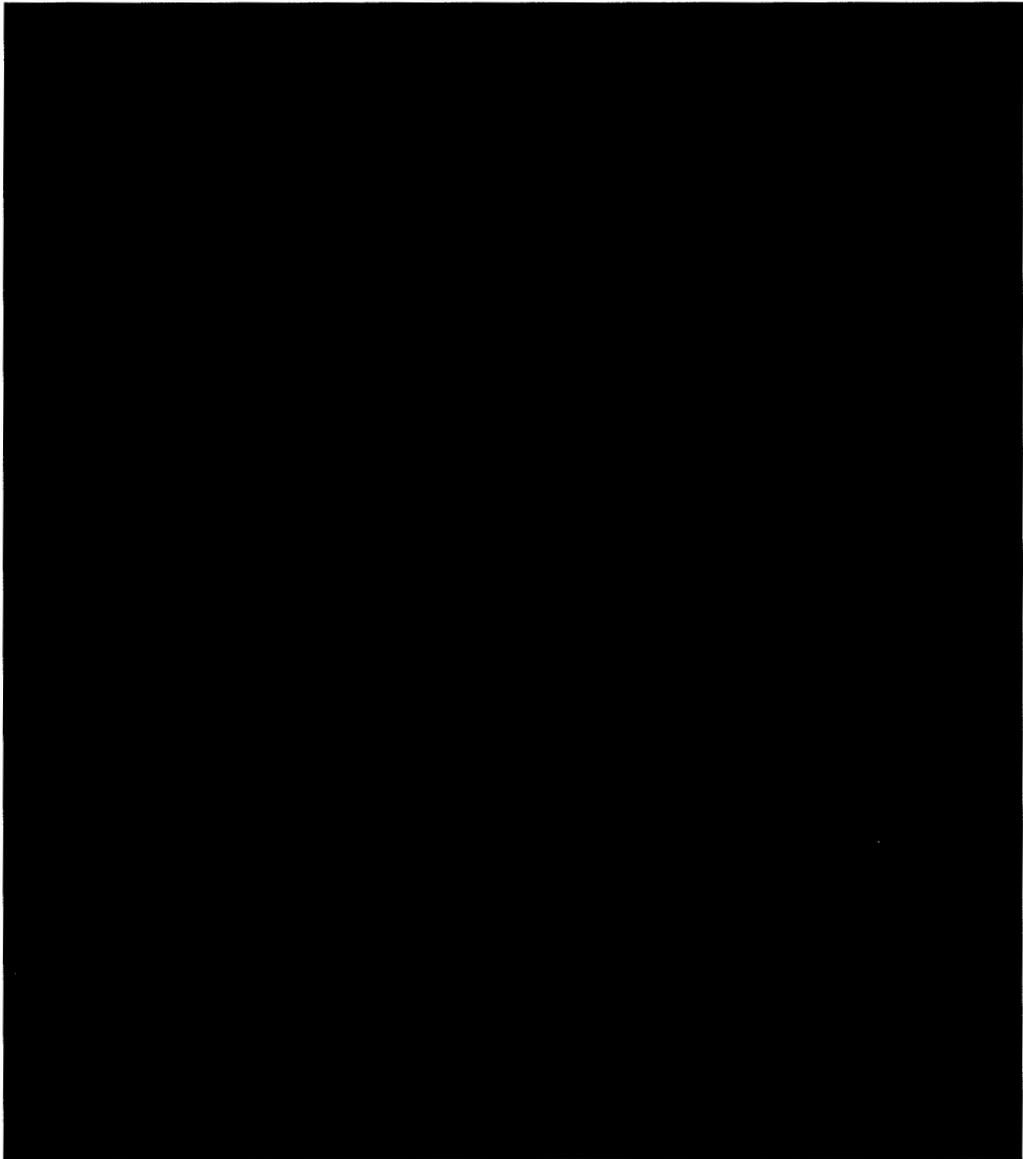
Ecclesiastical Notary

Reverend Norman M. Czajka
St. Camillus Parish
5426 S Lockwood Ave.
Chicago, IL 60638

- cc: Most Reverend Raymond E. Goedert, Vicar General
Reverend R. Peter Bowman, Moderator of the Curia
Reverend Thomas J. Paprocki, Chancellor
✓ Reverend Daniel P. Coughlin, Vicar for Priests
Most Reverend Timothy J. Lyne, Vicar for Senior Priests
Most Reverend Joseph Perry, Vicar
Reverend Thomas Franzman, Dean
Reverend Arturo Perez, Pastor
Diocesan Priests' Placement Board
Reverend Charles F. Kelly, PRMAA
Mr. Alex Becker, PRMAA

- 3. 
- 4. 
- 5. Norman Czajka '61
- 6. 
- 7. 
- 8. 
- 9. 
- 10. 
- 11. 
- 12. 
- 13. 

G. Parishes:



H.

I.

J.

K.

L.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

July 10, 2001

Rev. Norman M. Czajka
St. Camillus Parish
5426 S Lockwood Ave
Chicago, IL 60638

Dear Norm,

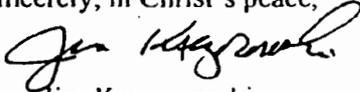
This morning I met with Bishop Tim Lyne, senior vicar for priests, and Andy McDonagh, associate vicar for priests, concerning the status of your health. [REDACTED]

[REDACTED] We have a request to make of you. Would you kindly see your primary doctor soon? I would like the doctor to write a letter to me sharing how capable you may be of independent living. Once we get a statement from your doctor, perhaps you, Bishop Lyne, Andy McDonagh, Ed McLaughlin, Peter Galek and I can talk further about a future living situation. Some options for you might include remaining at the rectory or choosing a facility of your choice. We will not make any decision regarding your extended care until three to five months have passed.

I also spoke with your pastor, Peter Galek, today. He indicated that your health has improved. I was happy to hear that you are present at the 12:00 Mass on Sundays. Further, I understand that you have confined smoking cigars to your room rather than smoking any place in the rectory. This surely makes it more acceptable for you and others concerned.

Norm, I want to assure you of my prayers as you cope with the limitations involved in your illness. May there be some bright spots in your life as summer moves along.

Sincerely, in Christ's peace,

A handwritten signature in black ink, appearing to read "Jim Kaczorowski". The signature is fluid and cursive, written over the printed name below.

Rev. Jim Kaczorowski
Vicar for Priests

cc: Bishop Timothy Lync
Rev. Andy McDonagh
Rev. Ed McLaughlin
Rev. Peter Galek



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

MEMORANDUM

To: Francis Cardinal George, OMI

From: Rev. Jim Kaczorowski

Date: July 13, 2001

Re: Rev. Norman Czajka

On Tuesday, July 10, 2001, I met with Bishop Tim Lyne and Andy McDonagh concerning the status of Norm Czajka's health. [REDACTED]

[REDACTED] We asked Norm to see his primary doctor as soon as possible and requested that he write a letter to me sharing the possibilities of Norm residing in an independent living situation. Once I receive a statement from Norm's doctor, Bishop Lyne, Andy McDonagh, Ed McLaughlin, and Peter Galek, pastor at St. Camillus, Norm and myself will meet to discuss further a future living situation for Norm. The options he has include remaining at the rectory or choosing a facility of his choice. A decision will not be made regarding Norm's extended care until three to five months have passed.

I also spoke to the pastor, Peter Galek, on Tuesday. He indicated that Norm's health has improved. I was happy to hear that he celebrated the 12:00 Mass on Sunday. Further, he has confined smoking cigars to his room rather than disrupting the rest of the rectory with his smoking.

I will keep you posted as things unfold regarding Norm Czajka.

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

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

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. Edward D. Grace, Vicar for Priests

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

DATE: May 19, 2005

RE: [PFR-97] Unidentified/ [REDACTED]

A new allegation was received by this office on 5/13/05. We are opening a file and Leah McCluskey, Professional Responsibility 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 Unidentified/ [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.

cc: Rev. George Rassas, Vicar General

5/20/05
Per PFR A
Priest identified as
Norman Czayka
(Retired) -
victim interview
5/24/05

AOC 012120

From: Leah McCluskey
To: Neri-Palomino, Laura
Date: 5/19/2005 12:31:52 PM
Subject: new allegation

Laura,

Just wanted to give you this basic info. that I received from [REDACTED] via phone on May 13th re: a new client.

[REDACTED]

I will let you know when we have scheduled a meeting. [REDACTED] called me on May 16th to schedule a meeting with me and [specifically] Michael, as per [REDACTED]. I will let you know any other info. as I get it--still don't know the accused yet.

Leah

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

May 24, 2005

RECEIVED

MAY 25 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

PERSONAL AND CONFIDENTIAL

Mr. Michael J. Howlett, Jr.
Counsel to the State's Attorney
Richard J. Daley Center
69 West Washington Street, 32nd Floor
Chicago, Illinois 60602

RE: [REDACTED]
Date of Birth: Unknown
Date of alleged abuse: Unknown

Dear Mr. Howlett:

Please be advised the Archdiocese of Chicago has received an allegation from attorney [REDACTED] on behalf of [REDACTED], age unknown, that Rev. Norman Czajka, a retired archdiocesan priest, sexually abused him. Fr. Czajka was assigned to St. Camillus Church at the time of the alleged sexual misconduct. The parish is located at 5426 South Lockwood Avenue in Chicago, Illinois. There is no other information available at this time.

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

cc: Ms. Shauna Boliker
Ms. Leah McCluskey
Mr. James A. Serritella

Victim Statement Abstract:

This abstract replaces the summary prepared by Leah McCluskey, Professional Responsibility Administrator for the Archdiocese of Chicago's Office of Professional Responsibility, of Victim IQ's statement, given to Ms. McCluskey and Dr. Michael Bland, of the Office of Assistance Ministry, on May 24, 2005, formalizing Victim IQ's allegation of sexual abuse against Fr. Norman M. Czajka. According to Victim IQ's report, he was sexually abused by Fr. Czajka in the early 1990s, when Victim IQ was in the fifth through eighth grade at St. Camillus. Victim IQ reported that the abuse consisted of mutual fondling and mutual masturbation and occurred approximately three times.

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June 20, 2005



Dear [REDACTED],

I hope that this letter finds you doing well.

Enclosed you will find a draft report of your allegation of sexual misconduct against Rev. Norman M. Czajka. The report is based upon our meeting that took place on May 24, 2005.

I ask that you review the report and make any changes necessary to ensure its accuracy. Please return the draft to me with any changes in the envelope provided. I will then return a final report to you for your signature. Once all signatures are provided, a copy of the final report will be forwarded to you in care of [REDACTED].

[REDACTED] in the interest of expediting this process, I ask that you return the enclosed report with your changes by July 5, 2005. Please know that you may also respond by July 5th with a written request for a two-week extension to review the report, which then I would ask that you return it to me by July 19, 2005. In the event that I do not receive a response from you by July 5th, I will assume that the draft report is accurate and I will proceed forward with this matter.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

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

Leah McCluskey
Professional Responsibility Administrator

Enclosure

AOC 012124

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Office of Professional Responsibility



P.O. Box 1979
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July 6, 2005



Dear [REDACTED],

Enclosed you will find a finalized copy of your report with all of the necessary signatures. A copy of the report is also enclosed for your attorney.

If you have any questions please contact Leah McCluskey at 312-751-5205.

Thank you for your cooperation in this matter.

Sincerely,

A handwritten signature in cursive script that reads "Laura A. Neri-Palomino".

Laura A. Neri-Palomino
Administrative Assistant

Enclosures

AOC 012125

Office of Professional Responsibility



P.O. Box 1979
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Fax: (312) 751-5279
www.archchicago.org

July 28, 2005

Ms. Cynthia Giacchetti
Attorney at Law
53 W. Jackson Boulevard
Suite 1515
Chicago, IL 60604

Dear Ms. Giacchetti,

Enclosed you will find a copy of [REDACTED]'s allegation of sexual misconduct against Rev. Norman M. Czajka made on May 24, 2005.

If you have any questions please contact Leah McCluskey at 312-751-5205.

Sincerely,

A handwritten signature in cursive script that reads "Laura A. Neri-Palomino".

Laura A. Neri-Palomino
Administrative Assistant

Enclosure

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Office of Professional Responsibility



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MEMORANDUM

To: File – PFR-271

From: Leah McCluskey, Professional Responsibility Administrator

Re: **REV. NORMAN CZAJKA'S [RETIRED] RESPONSE TO ALLEGATION OF SEXUAL MISCONDUCT MADE BY [REDACTED]**

Date: August 1, 2005

Date of Meeting: July 27, 2005 Time of Meeting: 2:20 pm

Present at Meeting:

Rev. Norman Czajka
Ms. Leah McCluskey, Professional Responsibility
Rev. Edward Grace, Vicar for Priests

Face-to-Face Meeting

Rev. Edward Grace and PRA traveled to St. Benedict Nursing and Rehabilitation Center for the meeting that began at approximately 2:20 pm. Rev. Norman Czajka was sitting in his wheelchair and smoking outside of the front entrance to St. Benedict's when Fr. Grace and PRA approached him.

Once introductions were made, Fr. Grace suggested to Fr. Czajka that all meet inside of the facility in a more private area. Fr. Czajka informed Fr. Grace and PRA that he would be comfortable meeting outside where he was sitting. Fr. Grace and PRA then clearly explained to Fr. Czajka the nature of the allegation and asked if he was certain that he would be comfortable with having the meeting take place outside the front entrance of the facility. Fr. Czajka acknowledged his understanding of the allegation and again stated that he had no problem with having the meeting take place outside.

Fr. Grace then informed Fr. Czajka that his civil attorney would be Ms. Cynthia Giacchetti and provided him [Fr. Czajka] with her contact information. He also informed Fr. Czajka that Ms. Giacchetti would have preferred to be present at the [July 27th] meeting, but that she had a scheduling conflict. As a result, Ms. Giacchetti asked Fr. Grace to communicate to Fr. Czajka

AOC 012127

her advice that he not provide any response to the allegation until they [Ms. Giacchetti and Fr. Czajka] had the opportunity to speak.

PRA provided Fr. Czajka with an envelope containing a copy of [REDACTED]'s allegation against him as well as a copy of *§1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry*. The envelope given to Fr. Czajka also contained PRA's, Fr. Grace's, and Ms. Giacchetti's contact information. PRA informed Fr. Czajka that a copy of [REDACTED]'s allegation would be sent to Ms. Giacchetti as well.

When asked by PRA, Fr. Czajka indicated that he did not have any initial questions or concerns regarding the Review Board process surrounding the allegation to be read to him. PRA then proceeded by reading [REDACTED]'s allegation in its entirety.

As advised by Ms. Giacchetti via Fr. Grace, Fr. Czajka did not provide any response to [REDACTED]'s allegation. It was agreed that PRA would forward a copy of a draft report based upon the July 27, 2005 meeting to Fr. Czajka in Ms. Giacchetti's care. PRA asked that Fr. Czajka discuss the matter with Ms. Giacchetti prior to providing a written response prior to returning it to PRA.

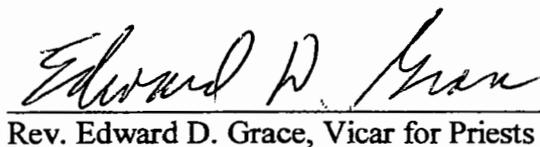
Rev. Norman Czajka

Date



Leah McCluskey, Administrator

10/17/05
Date



Rev. Edward D. Grace, Vicar for Priests

10/24/05
Date

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

To: File
From: Father Ed Grace
Date: 08/05/05
Re: Norm Czajka

1. I called Cynthia Giachetti today.
 - a) She has spoken with Norm; visited him @ St. Benedict's
 - b) She requested the names of other priests who served with Norm at St. Camillis. I requested this information from Personnel Board.
2. I called Msgr. Fred Easton to request that he act as canonical advocate

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Office of Professional Responsibility



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MEMORANDUM

To: File – PFR-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired] [REDACTED]

Date: August 5, 2005

PRA received a phone call from Bishop Thad J. Jakubowski, Vicar for Senior Priests, regarding the status of an allegation of the sexual abuse of a minor by Rev. Norman Czajka.

Bishop Jakubowski was informed that Rev. Edward Grace, Vicar for Priests and PRA traveled to St. Benedict Home on July 27, 2005 to present to him [REDACTED]'s allegation against him. PRA explained to Bishop Jakubowski that a copy of the allegation was also given to Fr. Czajka and that Fr. Grace informed him [Fr. Czajka] that the civil attorney representing him in this matter would be Ms. Cynthia Giacchetti. Bishop Jakubowski was also informed that Ms. Giacchetti asked Fr. Grace to advise Fr. Czajka on her behalf that he not provide any response to the allegation until she has the opportunity to meet with him [Fr. Czajka].

Bishop Jakubowski informed PRA that Fr. Czajka disclosed the allegation to a representative from St. Benedict Home, who in turn contacted him regarding the matter. The staff person at St. Benedict Home expressed her concern to Bishop Jakubowski that "...no one [any priest removed from ministry for the alleged sexual abuse of minors]..." may reside at St. Benedict's. PRA clarified for Bishop Jakubowski that there has been no allegation of the sexual abuse of a minor substantiated against Fr. Czajka. It was also explained to Bishop Jakubowski that this matter has not yet been presented to the Review Board for any recommendations to Cardinal George. Bishop Jakubowski then asked PRA if Fr. Czajka could still con-celebrate mass at St. Benedict Home. PRA explained to Bishop Jakubowski that Fr. Czajka at this point in time remains a priest in good standing in the Archdiocese of Chicago and that he has not been removed, withdrawn, or restricted from any ministry. PRA again clarified for Bishop Jakubowski that the meeting with Fr. Czajka that took place on July 27th was to inform him of and read to him the allegation made against him by [REDACTED].

AOC 012130

Bishop Jakubowski thanked PRA for the clarification. He stated that he would visit Fr. Czajka today and also speak with the concerned staff member at St. Benedict Home in order to clarify this matter for both of them. It was agreed that Fr. Grace and/or PRA would keep Bishop Jakubowski informed of this matter as it progresses. Bishop Jakubowski may be reached at [773] 415-3408.

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

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August 9, 2005

Rev. Norman Czajka
C/o Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1515
Chicago, IL 60604

Dear Fr. Czajka,

Enclosed you will find a copy of the draft report written based upon our meeting that took place on July 27, 2005, concerning [REDACTED]'s allegation of sexual misconduct against you. Please make any changes necessary to ensure the accuracy of the report and return it in the enclosed envelope.

Fr. Czajka, I ask that you return the report to me by August 23, 2005 so that I may continue to move this matter forward. Once I have a final copy of the report as indicated by the appropriate signatures, I will return a copy to you via your attorney Ms. Cynthia Giacchetti for your records.

Please know that you may contact me at [312] 751-5205 with any questions or concerns. Also know that Fr. Grace continues to be available to you as your Vicar for Priests. He may be reached at [312] 642-1837.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

Enclosure

AOC 012132

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Office of Professional Responsibility



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August 11, 2005

Rev. Msgr. Frederick C. Easton
6000 W. 34th St.
Indianapolis, IN 46224

Dear Msgr. Easton,

Enclosed you will find a copy of [REDACTED]'s finalized report of his allegation against Rev. Norman Czajka and Father Czajka's Response to allegation.

If you have any questions please contact Leah McCluskey at 312-751-5205.

Sincerely,

A handwritten signature in cursive script that reads "Laura A. Neri-Palomino".

Laura A. Neri-Palomino
Administrative Assistant

Enclosures

AOC 012133

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

August 16, 2005

REVISED LETTER

PERSONAL AND CONFIDENTIAL

Mr. Michael J. Howlett, Jr.
Counsel to the State's Attorney
Richard J. Daley Center
69 West Washington Street, 32nd Floor
Chicago, Illinois 60602

RECEIVED

AUG 17 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

RE: [REDACTED]
Date of Birth: [REDACTED]
Date of alleged abuse: Unknown

Dear Mr. Howlett:

This is to advise you that our office received additional information regarding the alleged sexual abuse of [REDACTED] by Rev. Norman Czajka, an archdiocesan priest. [REDACTED]'s date of birth is September 12, 1981 and Fr. Czajka was assigned to St. Camillus Church from June 1986 through March 2000.

Very truly yours,

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

JCOM:sm

Attachment

cc: Ms. Shauna Boliker
Ms. Leah McCluskey
Mr. James A. Serritella

To: Cynthia Giachetti
From: Father Ed Grace
Date: August 17, 2005
Re: Request for information regarding Father Norm Czajka

The following priests served with Father Czajka at St. Camillis:

1986

Charles Osowski
Marcel Pasciak (Pastor of St. Symphorosa 6135 S Austin Ave. Chicago, IL 60638 773-767-1523)
Daniel Jarosewic (Associate, St. Mary, Star of the Sea 6435 S Kilbourn Ave. Chicago, IL 60629 – 773-767-1246)

1987

Charles Osowski
Marcel Pasciak (See above)
Norm Czajka

1988

Marcel Pasciak (See above)
Norm Czajka

1989

Norm Czajka

1990

Norm Czajka
Ray Jasinski (Rosary Hill Nursing Home [REDACTED])
[REDACTED]

1991

Norm Czajka

1992 –1997

Norm Czajka
Stanley Drewniak (Resident – now in Joliet St. Liborius 71 W 35th St. Steger, IL 60475)

1998—1999

Norm Czajka
Stanley Drewniak (See above)
Wroclaw Jamroz (Resident, currently Pastor Our Lady of the Snows—
4806 S Laramie Ave. Chicago, IL 60638 773-582-2266)

2000

Peter Galick
Norm Czajka (Resident)
Wroclaw Jamroz

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AUG 23 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Law Offices
Cynthia Giacchetti
53 West Jackson Boulevard - Suite 1460
Chicago, Illinois 60604

Telephone
[REDACTED]

Facsimile
[REDACTED]

August 23, 2005

BY FAX 312-751-5279 AND MAIL

Leah McCluskey
Professional Responsibility Administrator
Archdiocese of Chicago
676 N. Saint Clair St. Ste 1910
Chicago, Illinois 60611-2956

Re: Rev. Norman Czajka

Dear Ms. McCluskey:

This letter is in response to your letter of August 9, 2005, forwarding your report of the meeting on July 27, 2005, and your request for changes to the report. Although I was not present at the meeting, it appears that the report is accurate.

At the time of that meeting, pursuant to my direction as his attorney, Father Czajka did not make any response to the allegations of [REDACTED] that were read to him on that date. Since that time, I have had an opportunity to meet with Father Czajka and discuss the allegations. I would like your report to reflect that Father Czajka denies the allegations made by [REDACTED].

I am in the process of determining whether we will be able to present additional information to the Board for its consideration in this matter. Could you please let me know what the predicted time frame is when the Board will consider this matter so that I can plan to provide any such information to you sufficiently prior to their meeting?

Thank you for your assistance in this matter.

Very truly yours,



Cynthia Giacchetti

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Office of Professional Responsibility



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Chicago, Illinois 60690-1979

(312) 751-5205
Fax: (312) 751-5279
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August 25, 2005

Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1460
Chicago, Illinois 60604

Dear Ms. Giacchetti,

I am writing in response to your August 23, 2005 letter in regards to your client Rev. Norman Czajka.

I intend to have this matter presented to the Review Board for their consideration at the next meeting scheduled for October 2005. Therefore, I ask that you forward any additional information regarding this matter to my attention no later than October 3, 2005.

If you have any questions or concerns, please feel free to contact me at [312] 751-5205. Thank you for all of your cooperation with this matter.

Sincerely,

A handwritten signature in cursive script that reads "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

AOC 012138

RECEIVED

JAN 20 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

Mandate of Procurator and Advocate

I, the undersigned Reverend Norman Czajka, born in Cicero, Illinois on [REDACTED] and residing at St. Benedict Home, 6930 West Tuohy Avenue, Niles, Illinois 60714-4522, name and establish as my advocate and procurator, the Rev. Msgr. Frederick C. Easton, JCL, so that he will represent and defend me before the Curia of the Archdiocese of Chicago, and, if necessary and legitimate, before any higher court and in any instance of judgment. I further declare that from this moment forward all his actions are considered by me to be ratified and valid without the need for any further confirmation on my part.

I declare expressly that this current mandate is valid as a special mandate for all foreseeable actions for which the Code of Canon Law requires one.

Norman Czajka

Signature of Client

Beverly K. Savaglio

Witness and Title

Receptionist

Date: 9/23/05

AOC 012139

COPY

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Office of Professional Responsibility



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

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September 26, 2005

Rev. Norman Czajka
C/o Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1515
Chicago, IL 60604

Dear Father Czajka,

On August 9, 2005 our office sent you a draft report of your response to [REDACTED]'s allegation of sexual misconduct against you. Unfortunately, the report did not include a signature line for you to sign. Therefore, I am sending you another final report for you to review, sign and date and to return the document in the envelope I have provided. A copy of the report will be provided you once all signatures have been made.

Father Czajka, in the interest of continuing to expedite this process, I ask that you return the enclosed report to Leah McCluskey by October 6, 2005. In the event that Ms. McCluskey does not receive a response from you by October 6th, She will assume that the final report is accurate and will proceed forward with this matter.

Father Czajka, we apologize for any inconvenience this has caused you. If you have any questions, please feel free to contact Leah McCluskey directly at 312-751-5205

Sincerely,

A handwritten signature in cursive script that reads "Laura A. Neri-Palomino".

Laura A. Neri-Palomino
Administrative Assistant

Enclosure

10/25/05
accused
report not
returned -
distributed -
as is.

AOC 012140

BURKE, WARREN, MACKAY & SERRITELLA, P.C.

22ND FLOOR IBM PLAZA
330 NORTH WABASH AVENUE
CHICAGO, ILLINOIS 60611-3607
TELEPHONE (312) 840-7000
FACSIMILE (312) 840-7900
www.burkelaw.com

JAMES A. SERRITELLA
DIRECT DIAL NUMBER
(312) 840-7040
jserritella@burkelaw.com

September 28, 2005

VIA FACSIMILE [REDACTED] & U.S. MAIL

Re: [REDACTED] Father Norman M. Czajka

Dear [REDACTED]

I am following up on your letter of August 1, 2005 regarding the above matter. I have passed your correspondence on to Ms. Leah McCluskey, the Professional Responsibility Administrator of the Archdiocese of Chicago. It is my understanding that Ms. McCluskey has been in contact your client. As you know, either you or your client can contact Mr. Ralph Bonaccorsi, Assistance Minister of the Archdiocese, for pastoral assistance or therapy at the Archdiocese's expense from a licensed therapist of your client's choice.

Please direct your communications about this matter to the undersigned.

Very truly yours,



James A. Serritella

lj

cc: Leah McCluskey (via facsimile)
Ralph Bonaccorsi (via facsimile)

9/28/2005 1:49 PM/09891/00588/371532/1

AOC 012141


September 28, 2005

Page 2

bcc: Reverend Edward Grace (via facsimile)
Reverend Vincent Costello (via facsimile)
John O'Malley (via facsimile)

9/28/2005/1:49 PM/09891/00588/371532/1

AOC 012142

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

Professional Responsibility Review Board
Saturday, October 15, 2005 9:00 am to 1:00 pm

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

MINUTES

Review Board Members Present:

[REDACTED]

Review Board Members Present via Phone:

[REDACTED]

Non-members present:

Leah McCluskey, Professional Responsibility Administrator [PRA]
Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

-
- I. **Approval of Minutes – August 20, 2005**
 - No objections or proposed changes to the agenda
 - II. **Case Reviews**

Initial Review

A. [REDACTED]

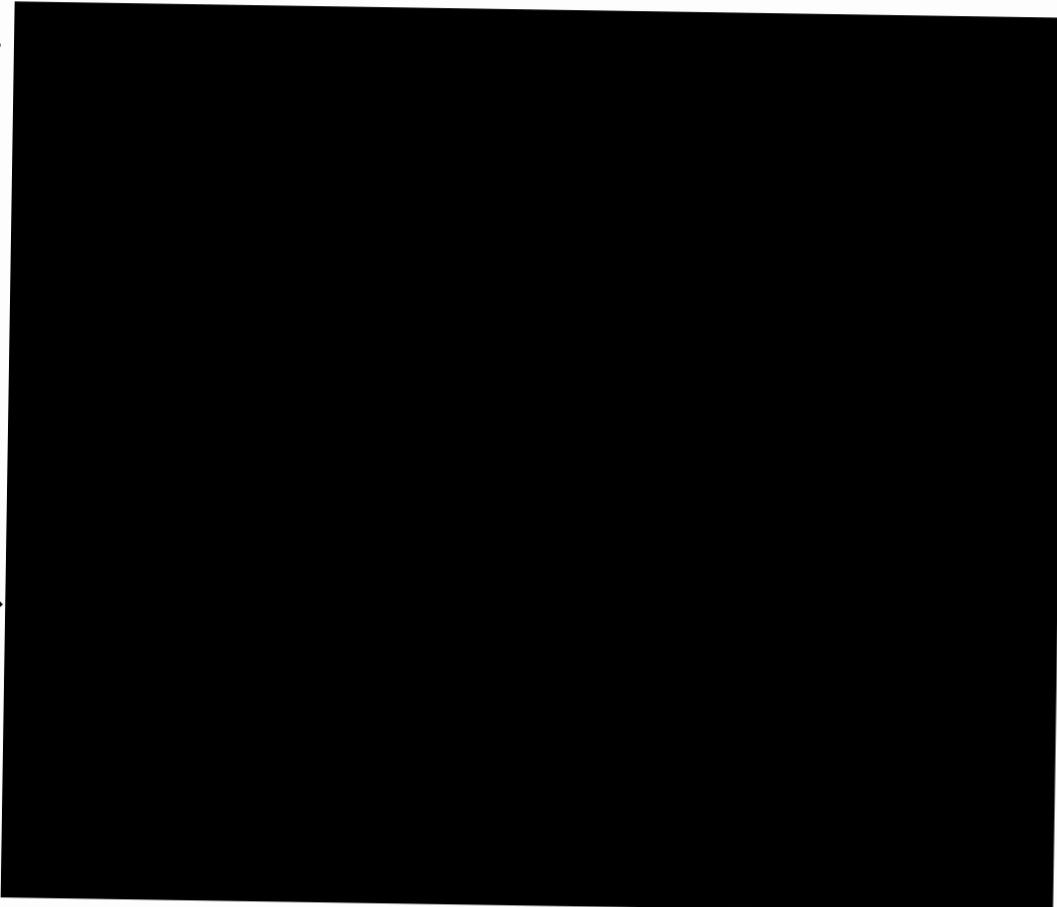
B. In the Matter of Rev. Norman Czajka [Retired 2000] – PFR 271

The Review Board conducted an Initial Review of the allegation made by [REDACTED]. The allegation is as follows: fondling over and under clothing; mutual masturbation.

In a 7-0 vote in light of the information presented, the Review Board recommended that this matter warrants additional investigation. The Board also directed PRA to do the following:

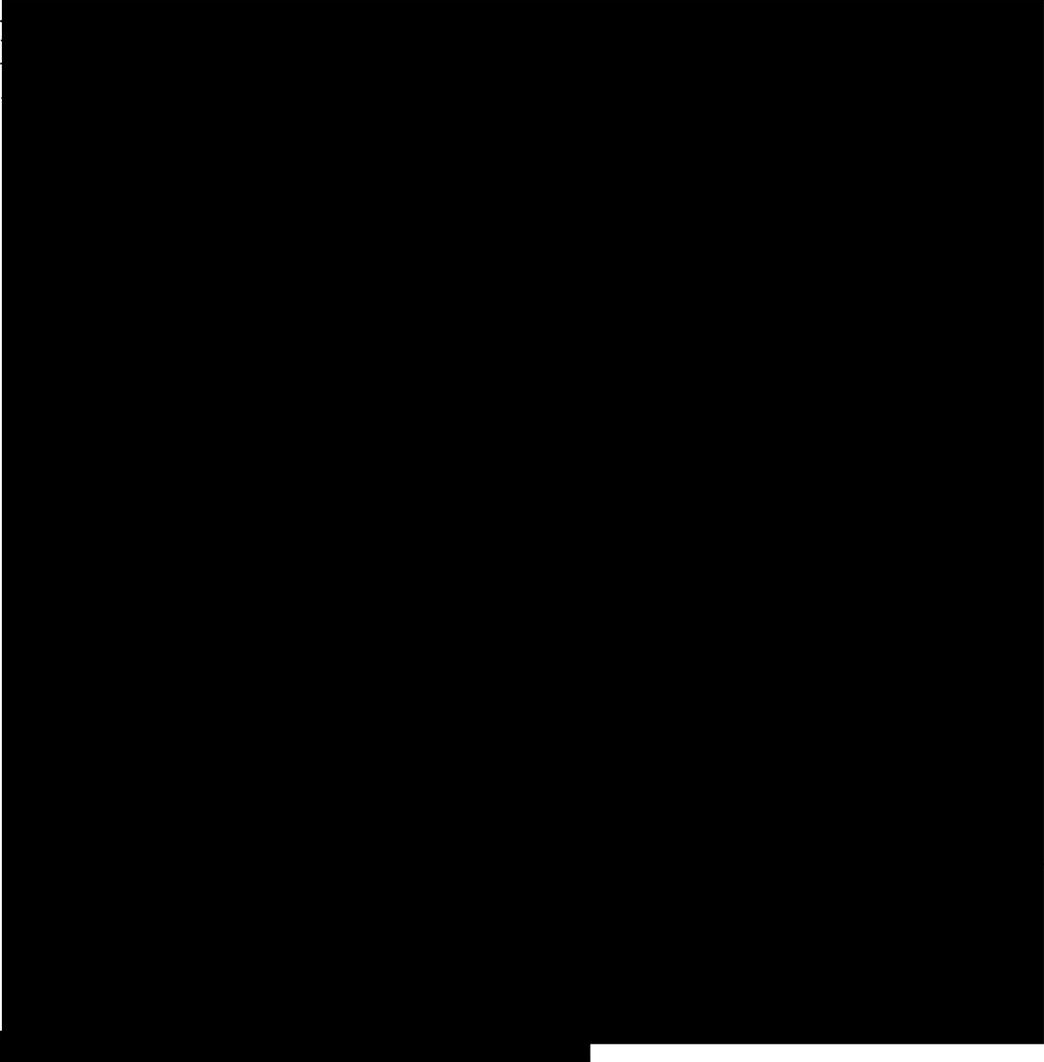
- Obtain a list of all clerics assigned with Fr. Czajka at St. Camillus during the time of the alleged abuse. Then speak with any of the aforementioned clerics available with regards to Fr. Czajka.
- Check Fr. Czajka's file in the Vicar for Priests' office for any information regarding the cleric's medical history.
- Identify and attempt to speak with the principal of St. Camillus at the time of the alleged abuse.
- Forward recommendation to Fr. Czajka via the Vicar for Priests that he participate in a psychiatric evaluation for competence.

C.



D.

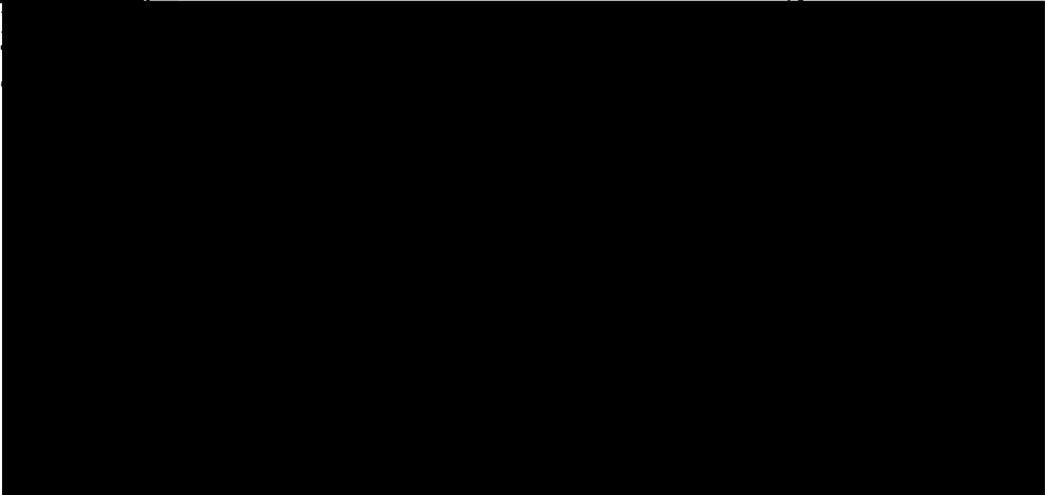
E.



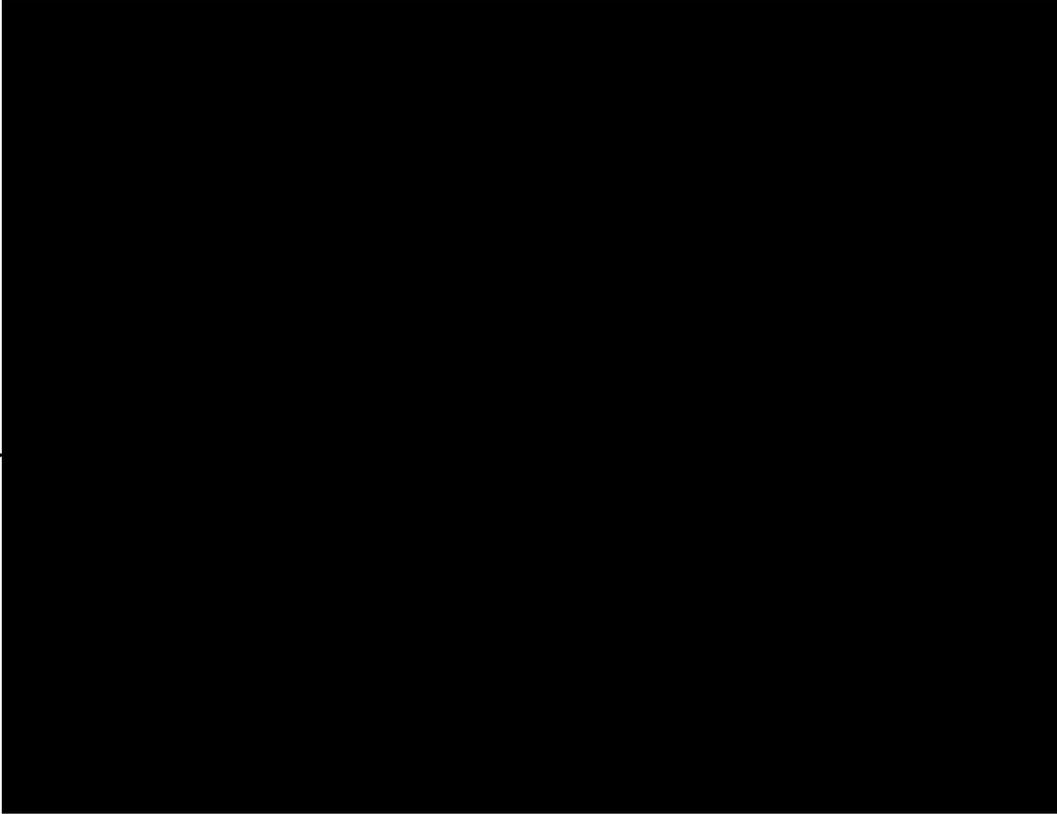
F.

Review for Cause

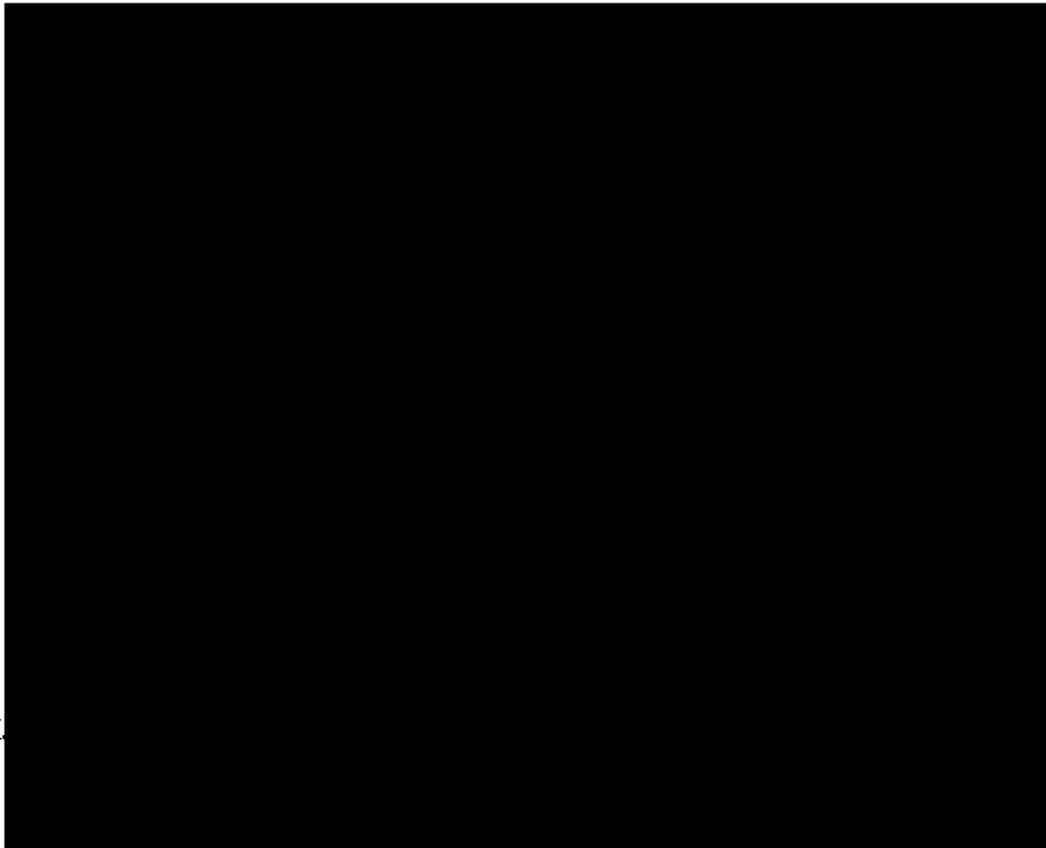
G.



H.



I.



J.

K.



III. Other Matters

- Due to time constraints, a review of the "Other Matters" unable to be completed. The "Other Matters" will be placed on the agenda for the scheduled November 19, 2005 Review Board meeting.

Next scheduled meeting is Saturday, November 19, 2005 at 9:00 a.m.

Cc: Review Board Members
Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board
Rev. Vincent Costello, Vicar for Priests
Rev. Edward D. Grace, Vicar for Priests
Francis Cardinal George, O.M.I.

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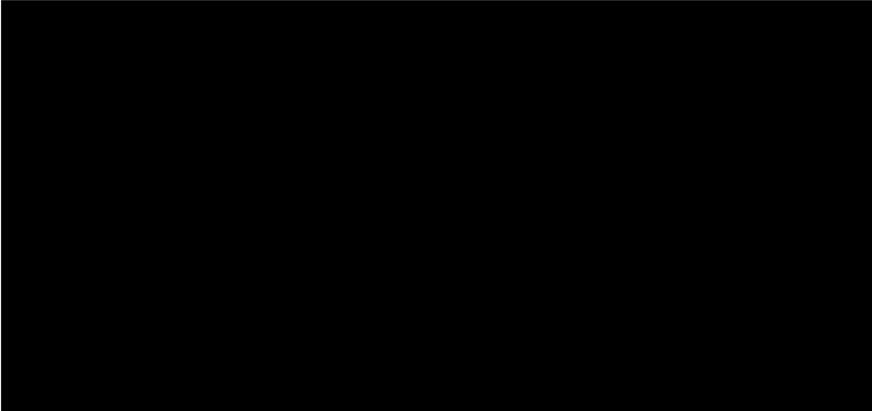
PROFESSIONAL RESPONSIBILITY REVIEW BOARD MEETING
Saturday, October 15, 2005

AGENDA

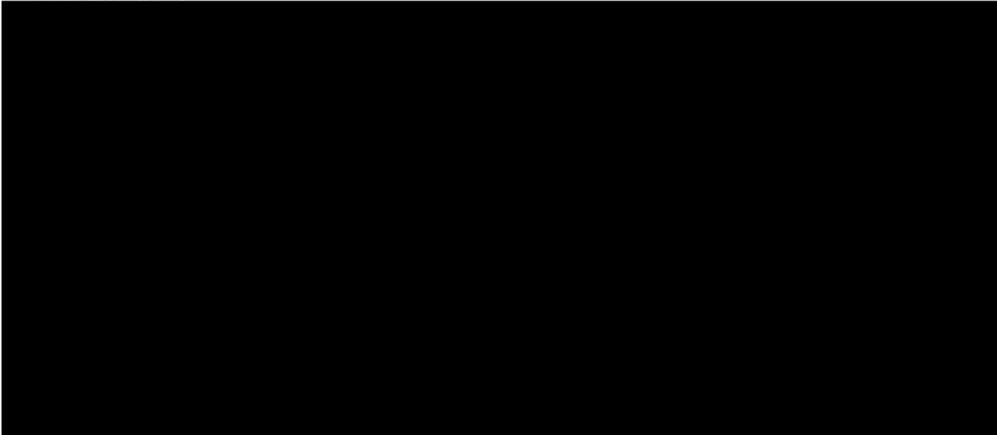
Corrected

- I. Approval of Minutes – August 20, 2005
- II. Case Reviews

Initial Review:

- A. 
- B. In the Matter of Rev. Norman Czajka (Retired 2000) – PFR-271
 - Allegation made by 
- C. 
- D.
- E.
- F.

Review for Cause:

- G. 
- H.
- I.

J.



K.

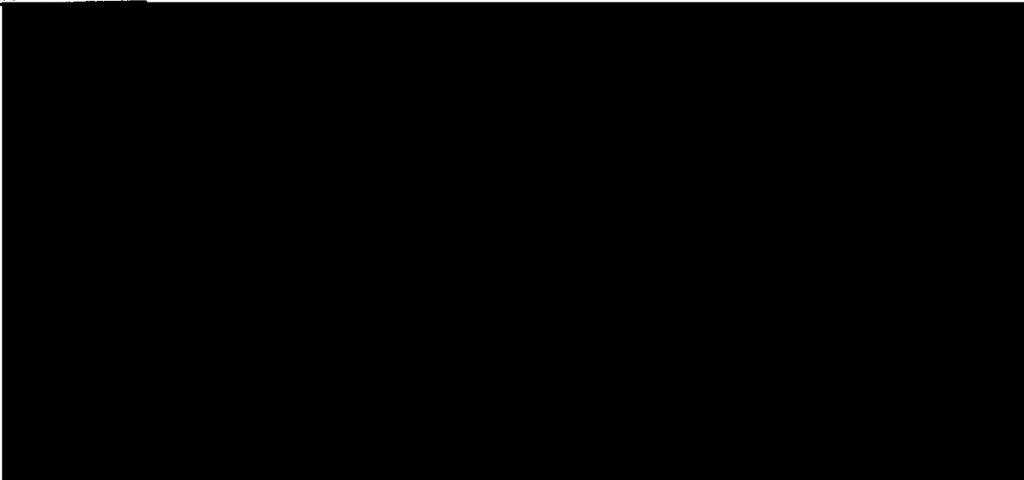
III. **Review for Advice:**

L.



IV. **Other Matters:**

-
-
-
-
-
-
-



The next scheduled Board Meeting is for Saturday, November 19, 2005

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PROFESSIONAL RESPONSIBILITY REVIEW BOARD MEETING
Saturday, October 15, 2005

AGENDA

- I. Approval of Minutes – August 20, 2005
- II. Case Reviews

Initial Review:

A. [REDACTED]

- B. In the Matter of Rev. Norman Czajka (Retired 2000) – PFR-271
 - Allegation made by [REDACTED]

C. [REDACTED]

D. [REDACTED]

E. [REDACTED]

F. [REDACTED]

Review for Cause:

G. [REDACTED]

H. [REDACTED]

I. [REDACTED]

J. [Redacted]

K. [Redacted]

III. Review for Advice:
L. [Redacted]

IV. Other Matters:

- [Redacted]

The next scheduled Board Meeting is for Saturday, November 19, 2005

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October 15, 2005

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

RECEIVED

OCT 18 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

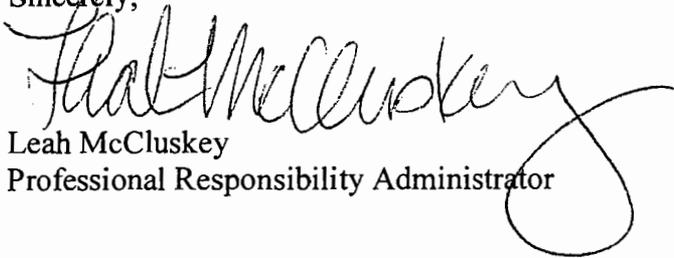
Dear Cardinal George,

Please be advised that the Professional Responsibility Review Board met on October 15, 2005 and conducted an Initial Review of [REDACTED]'s allegation of sexual misconduct against Rev. Norman Czajka pursuant to Article §1104.8 of the Review Process for Continuation of Ministry. Fr. Czajka is a retired priest of the Archdiocese of Chicago.

The Board made the recommendation that in light of the information presented, this matter warrants additional investigation. The additional information obtained will be presented to the Board along with all other information regarding this matter for a Review for Cause.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,


Leah McCluskey
Professional Responsibility Administrator

*I accept the
recommendations.
Rly
Oct 17, 2005*

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

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MEMORANDUM

To: File – PFR-271

From: Review Board Meeting

Re: Czajka, Rev. Norman (Retired) [REDACTED]

Date: October 15, 2005

The Review Board conducted an Initial Review of the allegation made by [REDACTED]. The allegation is as follows: fondling over and under clothing; mutual masturbation.

In a 7-0 vote in light of the information presented, the Review Board recommended that this matter warrants additional investigation. The Board also directed PRA to do the following:

- Obtain a list of all clerics assigned with Fr. Czajka at St. Camillus during the time of the alleged abuse. Then speak with any of the aforementioned clerics available with regards to Fr. Czajka.
- Check Fr. Czajka's file in the Vicar for Priests' office for any information regarding the cleric's medical history.
- Identify and attempt to speak with the principal of St. Camillus at the time of the alleged abuse.
- Forward recommendation to Fr. Czajka via the Vicar for Priests that he participate in a psychiatric evaluation for competence.

ARCHDIOCESE OF CHICAGO

Professional Responsibility Review Board
676 North St. Clair – Suite 1910
Chicago, IL 60611



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

RECORD OF CASE DISPOSITION

The Professional Responsibility Review Board met on 10/15/2005 to conduct a(n)
(enter date: month/day/year)

(check one:) Initial Review Preliminary Review Review for Cause Supplementary Review
Status Report

regarding the allegation of _____
(enter name of)

against RV. NORMAN GAJKA
(enter name of accused priest or deacon)

(check one:) a priest of the Archdiocese of Chicago a deacon of the Archdiocese of Chicago
an extern priest or deacon of the (Arch)diocese of _____
(enter name of [Arch]diocese)

a religious priest or deacon of _____
(enter name of religious community)

a resigned priest or deacon of _____
(enter name of diocese or religious community)

a deceased priest or deacon of _____
(enter name of diocese or religious community)

which claims as follows: _____
(enter brief description of the alleged misconduct or inappropriate behavior)

Initial Review: In light of the information presented, the Review Board determined that

(check one:) the information at least seems to be true of an offense.
 the information does not seem to be true of an offense and the file should be closed.

If the information at least seems to be true of an offense, the Board recommends that

(check one:) the safety of children requires the immediate withdrawal of the accused from ministry.
 the accused may remain in ministry with monitoring and restrictions pending inquiry.
 the accused may remain in ministry without monitoring or restrictions pending inquiry.

Review for Cause: In light of the information presented, the Review Board determined that

(check one:) there is reasonable cause to suspect that the alleged misconduct occurred.
 there is not reasonable cause to suspect that the alleged misconduct occurred.
 there is insufficient information to make a finding of reasonable cause.

If there is a finding of reasonable cause to suspect, the Board recommends that

(check one:) the priest or deacon be immediately withdrawn from ministry (or that his withdrawal from ministry continue) and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures.
 no further action be taken because the accused priest is resigned or deceased, except to provide appropriate outreach to those affected by the alleged misconduct.

The Board further recommends: 7-0 WARRANTS add'l
investigator

From: Margaret Farley
To: McCluskey, Leah
Date: 10/17/2005 9:09:59 AM
Subject: Re: Question

Sr. [REDACTED] CSFN. She is probably in her late 50's by now and lives in Des Plaines; works in their nursing home (oldie nuns and others) next door to the Motherhouse. Heard from her last month. was there before and after the dates you mentioned, too. MF

>>> Leah McCluskey 10/15/05 10:08 AM >>>
Ralph and Sr. Margaret,

Hello! Would either of you know who would have been principal of St. Camillus from 1992-1995?

Thanks.

Leah

From: Dianne Dunagan
To: Neri-Palomino, Laura
Date: 10/17/2005 9:55:57 AM
Subject: Re: Assignments

From 1992-1995 the pastor of St. Camillus was Fr. Norman Czajka, an Archdiocese of Chicago priest. From 1992-1995, Fr. Stanley Drewniak was in residence at the parish. He was an extern priest from Lubin, Poland. From 1993-1995, Fr. Drewniak was also listed as the D.R. E. of the parish.

From: Laura Neri-Palomino
To: Dunagan, Dianne
Date: 10/17/2005 9:45:26 AM
Subject: Assignments

Dianne,
Would you be able to help me with this?
I need to know what priests were assigned at St. Camillus from 1992 to 1995. Is this possible? At your earliest convenience would be greatly appreciated. Laura

Laura A. Neri-Palomino
Administrative Assistant
312-751-5206
Archdiocese of Chicago
Office of Professional Responsibility

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MEMORANDUM

To: Rev. Edward D. Grace, Vicar for Priests
From: Laura A. Neri-Palomino ^{LNP}
Re: Czajka, Rev. Norman (Retired)/ [REDACTED]
Date: October 18, 2005

Please sign and return the enclosed Response to Allegation report in reference to the above matter to this office at your earliest convenience. A copy will then be forwarded to you for your file.

Thank you.

AOC 012158

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MEMORANDUM

To: File – PFR-271
From: Laura A. Neri-Palomino *LNP*
Re: Rev. Norman Czajka
Date: October 21, 2005

I have been asked by the Professional Responsibility Administrator to check the Kennedy Directory for a Rev. Stanley Drewniak. PRAA provided additional information. Fr. Drewniak resided at St. Camillus from 1992-1995 with Fr. Czajka. Fr. Drewniak was an extern priest from Poland and may be currently assigned in Joliet.

The following information is what I found in the Kennedy Directory:

There are two Stanley Drewniaks.

1. Stanley Drewniak, from Poland, Class of 1978
Joliet Diocese
St. Liborius
71 W. 35th St.
Steger, IL
[REDACTED]
[REDACTED] (fax)
2. Stanley Drewniak (Chicago) Judges
(No other information provided)

From: Margaret Farley
To: McCluskey, Leah
Date: 10/21/2005 11:05:33 AM
Subject: Re: St. Camillus

Just spoke to Sr. [REDACTED]. She would be happy to speak with you at any time. If she does not answer the phone, just leave a message. She gave me her private phone number: [REDACTED]. I told her you investigate allegations against Priests and Deacons and work with Ralph! She then said: It is probably Fr. Norman or Fr. [REDACTED]. Told her I had no idea, but it may have involved a student...or an adult. Told her that they probably need to ask about local setting and circumstances during a period of time.

MF

>>> Leah McCluskey 10/21/05 9:43 AM >>>

If you think that would be helpful Sr. Margaret and are willing to do so, that would be great.

Leah

>>> Margaret Farley 10/21/05 9:40 AM >>>

If you need me to call her first, let me know. I can make the connection so that she is cooperative, etc. She had a string of sick-o people. MF

>>> Leah McCluskey 10/21/05 9:39 AM >>>

Det. Farley,

Thank you very much for the additional information! This of course is in connection with an allegation against a priest, who was at St. Camillus at the time. Wanted to try to reach the former principal to talk to him/her about the cleric.

Thank you again--have a great weekend and GO WHITE SOX!!!

Leah

>>> Margaret Farley 10/21/05 9:29 AM >>>

Earlier in the week you asked me who the principal of St. Camillus was many years ago....and I was able to verify it was Sr. [REDACTED]. Since then my brain retrieved memories of conversations with her about several pastors. One, in particular, came back to me about his paying the tuition of a kindergarten child; the mother and child lived in one of the houses in the parish owned by the pastor. She and the school secretary were raising their eyebrows about the personal connection possibilities. Just though I would say this for what it is worth!!! MF

From: Leah McCluskey
To: Grace, Edward
Date: 10/21/2005 10:08:08 AM
Subject: Czajka

Fr. Grace,

I am passing along a request to you on behalf of the Review Board concerning Fr. Norman Czajka and [REDACTED]'s allegation of sexual misconduct against him.

The Board has requested that Fr. Czajka participate in a psychiatric evaluation in order to assess his competence. For the Board's purposes, this is to determine if he understands the allegation brought against him and the Review Board process.

Thank you.

Leah

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Office of Professional Responsibility



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MEMORANDUM

To: File – PFR-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]/ [REDACTED]

Date: October 25, 2005

PRA spoke with Sr. [REDACTED] via phone on October 21, 2005 regarding [REDACTED]'s allegation of sexual abuse against Rev. Norman Czajka. Sr. [REDACTED] was the principal at St. Camillus during the time of the alleged abuse [1992-1995].

When PRA reached Sr. [REDACTED], she indicated that she had been expecting the phone call. Sr. Margaret Farley of the Archdiocesan Office of Catholic Schools had made the initial phone contact with Sr. [REDACTED] on behalf of PRA [see file].

PRA explained the purpose of the Office of Professional Responsibility to Sr. [REDACTED]. Prior to continuing the phone conversation, Sr. [REDACTED] expressed her understanding that the reason for the October 21st phone call was in connection with the confidential investigation of [REDACTED]'s allegation against Fr. Czajka.

When asked by PRA, Sr. [REDACTED] stated, "...I can't say that I saw Fr. Czajka being inappropriate..." with anyone [minor] while at St. Camillus. However, Sr. [REDACTED] stated that she did witness Fr. Czajka being verbally inappropriate with children while at St. Camillus. Sr. [REDACTED] provided the example that Fr. Czajka would speak to the boys inappropriately while they were serving for him. When asked if she could specify, Sr. [REDACTED] stated that Fr. Czajka would talk to the altar servers inappropriately "...when the kids weren't moving fast enough [during mass]." As per Sr. [REDACTED], Fr. Czajka would call the kids "jerk" or "idiot" and would speak to them in what she described as a demeaning way, and that his tone and wording with the kids was not appropriate. When asked by PRA, Sr. [REDACTED] stated that she does recall saying something to Fr. Czajka about this inappropriate way that he would address the children.

Sr. [REDACTED] also referred to an inappropriate Homily that Fr. Czajka had given. When asked by PRA, Sr. [REDACTED] provided the detail that the homily was for the Feast of the Immaculate Conception and that Fr. Czajka was "very descriptive" and was "very

AOC 012162

demeaning to the Blessed Mother.” When asked if she could be more specific, Sr. [REDACTED] stated that Fr. Czajka’s homily had been sexually descriptive, and that in his homily he had stated that, “the Blessed Mother never had any sex.” Sr. [REDACTED] then strongly stated to PRA that Fr. Czajka’s homily had been “totally inappropriate.”

Sr. [REDACTED] stated that at the time, some “...knew [that] Father [Czajka] was [REDACTED].” She continued by expressing her feeling that much of what Fr. Czajka said/did, she “...attributed to his illness [REDACTED].” Sr. [REDACTED] explained that at the time, she had “...tried to protect him [Fr. Czajka] as much as I could...being that he was a priest and pastor...”

Sr. [REDACTED] then spoke of a “low point” concerning Fr. Czajka and his [REDACTED]. She spoke of one occasion when he had stopped by the office to drop something off prior to going up to visit a third grade classroom. A short time later, one of the teachers came down to the office and informed Sr. [REDACTED] that, “someone had an accident.” Sr. [REDACTED] explained to PRA that she assumed that a child had the accident and asked the teacher who the child was, assuming that a parent would need to be called. The teacher then informed Sr. [REDACTED] that it was not a student, but Fr. Czajka who had “voided in front of the class and walked out.” As per Sr. [REDACTED], after this incident she contacted the Vicar for Priests office. Sr. [REDACTED] explained the incident to the Vicar for Priests, who in turn asked her if she had been in the same situation as Fr. Czajka, would she want to hear from the vicar or from her [the principal]? Sr. [REDACTED] informed the vicar that she supposed that she would rather hear from the principal. As a result, Sr. [REDACTED] approached Fr. Czajka and confronted him about “voiding” in front of the class. Sr. [REDACTED] stated that Fr. Czajka “...said he knew he did it.”

Sr. [REDACTED] spoke of another incident involving Fr. Czajka. She stated that Fr. Czajka had spoken with the eighth grade class regarding Confirmation preparation. Sr. [REDACTED] then received a phone call from a mother whose daughter was in the eighth grade class. She described the mother as being “irate” about the talk that Fr. Czajka had given to the eighth graders “...about getting older...[and] wanting to have sex.” The mother expressed her extreme concern to Sr. [REDACTED] and her question of how this talk given by Fr. Czajka had anything to do with Confirmation. Sr. [REDACTED] confronted Fr. Czajka on this issue and he did not deny that he had this conversation with the eighth grade class. After this incident, Sr. [REDACTED] instructed all of her teachers to not leave their classes alone with Fr. Czajka.

At this point during the October 21st phone call, Sr. [REDACTED] again emphasized that she never saw Fr. Czajka abuse anyone in a physical manner.

Sr. [REDACTED] then shared her memories of [REDACTED]. [REDACTED]

[REDACTED]

PRA then asked Sr. [REDACTED] if she could recall any of the circumstances surrounding the end of Fr. Czajka's assignment at St. Camillus. Sr. [REDACTED] explained her belief that Fr. Czajka's [REDACTED] and his "inability to manage" had a direct relation to the end of his term as pastor at St. Camillus. She also spoke of the fact that while assigned to St. Camillus, Fr. Czajka had [REDACTED] continued to drink alcohol.

PRA thanked Sr. [REDACTED] for her time and cooperation with this matter. Sr. [REDACTED] invited PRA to contact her at any time if she could be of any additional assistance. She may be reached at [REDACTED]

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Edward D. Grace, Vicar for Priests
Ralph Bonaccorsi, Assistance Ministry

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MEMORANDUM

To: File – PFR-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]/ 

Date: November 7, 2005

PRA received a phone call today from Ms. Cynthia Giacchetti, civil attorney for Rev. Norman Czajka.

Ms. Giacchetti informed PRA that she had received the Review Board's request for Fr. Czajka to participate in a psychiatric evaluation through Fr. Grace. When asked to elaborate, PRA explained to Ms. Giacchetti that the reason for the Board's request was to ensure that Fr. Czajka fully understood of what he was being accused.

Ms. Giacchetti then asked what the procedure would be if Fr. Czajka did participate in the requested evaluation and it was determined that there were issues with his mental competency. PRA informed Ms. Giacchetti that the information would be brought back to the Board for their recommendations to Cardinal George. PRA also informed Ms. Giacchetti that there is no existing policy or procedure to address such an issue, therefore, the matter would be brought to the Board for their review.

Ms. Giacchetti expressed her appreciation for the answers to her questions/concerns. She then asked PRA when this matter would be back before the Board for a Review for Cause. PRA informed Ms. Giacchetti that the policies state that a matter may be brought back to the Board between 30 and 180 days from the Initial Review to the Review for Cause. It was agreed that Ms. Giacchetti would keep PRA informed of her work with Fr. Czajka on this matter and that it would be placed on a future agenda with communication between both parties.

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

AOC 012165

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November 18, 2005

Rev. Norman Czajka
C/o Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1515
Chicago, IL 60604

Dear Fr. Czajka,

Please be advised that the Professional Responsibility Review Board met on October 15, 2005 and conducted an Initial Review regarding [REDACTED]'s allegation of sexual misconduct against you pursuant to Article §1104.8 of the Review Process for Continuation of Ministry.

Cardinal George has accepted the Review Board's recommendation that in light of the information presented, additional investigation is warranted. Meaning, the Board determined that based upon the information presented for their review, there is cause to continue to investigate this matter. Further, if you have any additional information at this time you wish to share and have presented to the Board, please forward it to my attention. Any additional information obtained and/or received will be presented to the Board at a Review for Cause of this matter.

If you have any questions, please feel free to contact me at any time. I may be reached at [312] 751-5205. Also, please know that your Vicar for Priests Rev. Edward Grace continues to be available to you. He may be reached at [312] 642-1837.

Sincerely,

A handwritten signature in cursive script that reads "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Edward D. Grace, Vicar for Priests
Rev. Msgr. Frederick C. Easton, Canonical Advocate

AOC 012166

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

November 18, 2005



Dear [REDACTED],

Please be advised that the Professional Responsibility Review Board met on October 15, 2005 and conducted an Initial Review regarding your allegation of sexual misconduct against Rev. Norman Czajka pursuant to Article §1104.8 of the Review Process for Continuation of Ministry.

Cardinal George has accepted the Review Board's recommendation that in light of the information presented, additional investigation is warranted. Meaning, the Board determined that based upon the information presented for their review, there is cause to continue to investigate this matter. Further, if you have any additional information at this time you wish to share and have presented to the Board, please forward it to my attention. Any additional information obtained and/or received will be presented to the Board at a Review for Cause of this matter.

If you have any questions, please feel free to contact me at any time. I may be reached at [312] 751-5205. Also, please know that the Office of Assistance Ministry continues to be available to you. They may be reached at [312] 751-8267.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Ralph Bonaccorsi, Assistance Ministry

AOC 012167

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

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

To: File – PFR-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]

Date: November 29, 2005

As requested by the independent Review Board, PRA reviewed Rev. Norman Czajka's file in the Vicar for Priests Office. This request was made by the Board in connection with [REDACTED]'s allegation of sexual abuse against Fr. Czajka.

The following is a summary of the information reviewed in the Vicar for Priests file on November 21, 2005.

December 1984

- [REDACTED]
- In a self-description made by Fr. Czajka and paraphrased by the Vicar for Priests, Fr. Czajka "...is not an initiator, but a maintainer..."

April 1986

- Fr. Czajka was still experiencing [REDACTED]

August 1993

- Beginning of a series of letters from a woman [and eventually other family members] who was extremely upset with Fr. Czajka's behavior at her mother's wake; the woman stated that Fr. Czajka was "slurring" and intoxicated at her mother's wake
- The same family had told Fr. Czajka at the wake that they did not want him to say their mother's funeral mass the next day; however the next day there were seven priests including Fr. Czajka, who was the main celebrant

AOC 012168

- Upon the woman's mother's death, she and other family members went to their mother's apartment and among other things, found her diary; listed in the diary were "gifts" that the woman had purchased for Fr. Czajka including: 12 stoles, chasubles, and albs; gold cuff links; malachite cuff links; Ralph Lauren sheets; a 19" television; 2 Casablanca fans
- As per her mother's diary, some of the items had been specifically requested by Fr. Czajka
- Fr. Czajka was named as a beneficiary in the deceased woman's will
- The woman explained in a letter that her mother "was not a wealthy woman" and that she [the mother] had worked for St. Camillus as a volunteer for years [same time period that Fr. Czajka had been assigned there]
- The woman stated that also while she and other family members went through their deceased mother's apartment, they found "...some extremely personal items of Fr. Czajka's..."
- As per the deceased woman's diary, she also treated Fr. Czajka to expensive lunches and dinners

September 1993

- The same woman who had written letters in August 1993 after her mother's funeral had then written to the Executive Assistant to the Cardinal to question alcohol treatment for Fr. Czajka
- At this point in time, the matter concerning the woman who had begun to write on behalf of her deceased mother was turned over to the Vicar for Priests Office

October 1993

- Vicar for Priests Memo to File stated that the following was also found in the home of the deceased woman: cigar butts in the kitchen, bedroom, living room [the woman did not smoke cigars]; decanter of good Scotch in the dining room [the woman did not drink]; hanging in the woman's closet and in her bureau drawers were different articles of Fr. Czajka's clothing that were initialed "NC" including clergy shirts, clergy pants, and underwear
- Lists of things that the deceased woman had bought for and/or did with Fr. Czajka [going out and paying for expensive lunches and dinners] that were found by the deceased woman's children in her journals
- Vicar for Priests met with Fr. Czajka regarding his apparent involvement with the deceased woman; Fr. Czajka denied any sexual involvement with the woman; stated that he did not know how his clothes had gotten in her apartment; Fr. Czajka agreed with the Vicar for Priests to turn over the \$35,000.00 annuity to Catholic Charities [as suggested by the woman's family]; however, at that point in time Fr. Czajka had already deposited the money into a three or six month CD;
- Fr. Czajka withdrew the money from the CD and a check was written to Catholic Charities
- A complaint had come into the Vicar for Priests Office that Fr. Czajka had spoken inappropriately to an eighth grade Confirmation class at St. Camillus

- As a result of the complaint, the Vicar for Priests spoke with four different mothers of students who had been in the Confirmation class who had complained about Fr. Czajka's conduct
- The Vicar for Priests spoke to Sr. [REDACTED], the principal of St. Camillus regarding the incident
- The parents had also expressed their concerns of Fr. Czajka's use and observable influence of alcohol and the request of many that the cleric be removed from St. Camillus
- Report to the Vicar for Priests Office that Fr. Czajka may have physically pushed two altar boys around and that he also used inappropriate language around them

December 1993

- [REDACTED]
- Notice to the Vicar for Priests Office that while Fr. Czajka was teaching confession in a third grade classroom at St. Camillus, he urinated in front of the students [not by actually exposing himself, but had urinated in his pants while talking to the class]
- The Vicar for Priests spoke with Fr. Czajka's doctor [REDACTED]

January 1994

- [REDACTED]

March 1994

- [REDACTED]

August 1994

- Memo to file regarding Vicar for Priests' phone call to PFRA [Professional Fitness Review Administrator; position now known as Professional Responsibility Administrator] to discuss concerns with Fr. Czajka's "ability to manage," including concerns with the cleric's ability to manage financial issues

December 1994

- Letter from Cardinal Bernardin to Fr. Czajka informing him that he had been reappointed as pastor of St. Camillus; Cardinal Bernardin also noted his concerns with Fr. Czajka's health in the same letter

July 1999

- Early retirement letter from the Vicar for Priests to Fr. Czajka; Fr. Czajka had requested early retirement due to physical and medical issues

March 1999

- Letter from Cardinal George to Fr. Czajka naming him Pastor Emeritus of St. Camillus

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

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-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]

Date: November 30, 2005

As requested by the independent Review Board, PRA reviewed Rev. Norman Czajka's file in the Chancellor's Office. This request was made by the Board in connection with [REDACTED]'s allegation of sexual abuse against Fr. Czajka.

The following is a summary of the information reviewed in the Chancellor's file on November 29, 2005.

March 1984

- Letter to Msgr. Kaczorowski from Episcopal Vicar naming him as temporary administrator of St. Casmir "...until Fr. Norman is ready to resume his Pastoral responsibilities; the letter also referenced issues with Fr. Czajka's physical condition

April 1984

- Letter to Msgr. Kaczorowski from Chancellor appointing him as temporary administrator during Fr. Czajka's illness

July 1985

- Fr. Czajka was assigned associate pastor of St. Mary of Czestochowa with the understanding that he was on partial medical leave as authorized by Cardinal Bernardin

AOC 012172

March 1994

- Memorandum from Cardinal Bernardin to the Vicar for Priests regarding Fr. Czajka being up for evaluation as pastor; noted that “There have been a number of complaints about his administration and style...over the years and especially lately.”
- Comment in the same memo that it was not known how much of Fr. Czajka’s [REDACTED] contributed to his actions and behaviors and as a result, needed time for observation

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



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

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

RELEASE OF INFORMATION

I, Rev. Norman Czajka, hereby authorize the Vicar for Priests Office of the Archdiocese of Chicago, Rev. Edward D. Grace, Vicar for priests, Rev. Vincent Costello, Vicar for Priests or their designate to release information contained in my Vicar's file to my Canonical Advocate:

Eastman
 Msgr. Fred Eastman
 5813 Sunwood Drive
 Indianapolis, IN 46222

Specific type of information to be disclosed--
 All information in my Vicars file, including, but not limited to:



The purpose of this disclosure is to prepare for my canonical defense.

This consent is subject to revocation at any time except in those circumstances in which the Vicar for Priests Office has taken certain actions on the understanding that the consent will continue unrevoked until the purpose for which the consent was given shall have been accomplished. However, any consent given under Subpart C Federal Register, volume 40 number 127, July 1, 1975, shall have a duration no longer than reasonable necessary to effectuate the purpose for which it was given.

Rev. Norman Czajka
 Client Signature

12-3-05
 Date

Rev. Edward D. Grace
 Witness Signature

Dec 3 2005
 Date



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

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

December 7, 2005

Msgr. Fred Easton
5813 Sunwood Drive
Indianapolis, IN 46224

In re: Norman Czajka

Dear Fred,

Enclosed please find copies of our file information from [REDACTED] on Norm Czajka. I have also included a copy of a memo by one of my predecessors which you may find helpful

Also, has Norm signed a mandate for you to represent him yet? If he has would you send me a copy for our file?

Thank you for your help in this matter. If I can be of any help, feel free to call.

Sincerely,

A handwritten signature in cursive script that reads "Edward D. Grace".

Edward D. Grace
Vicar for Priests

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-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]/ [REDACTED]

Date: January 6, 2006

PRA contacted Rev. [REDACTED] via phone on December 19, 2005 in connection with the ongoing investigation of [REDACTED]'s allegation of sexual misconduct against Rev. Norman Czajka. Fr. [REDACTED] was assigned to St. Camillus with Fr. Czajka at the time of the alleged abuse between 1992 and 1995. Fr. [REDACTED] is currently assigned to St. Liborius parish in Steger, Illinois.

PRA explained to Fr. [REDACTED] that the December 19th phone call was in connection with the confidential investigation of an allegation of sexual misconduct made against Fr. Czajka. When asked, Fr. [REDACTED] agreed that he had the time and would be willing to speak with PRA.

When asked, Fr. [REDACTED] stated that he was assigned to St. Camillus from 1988 through 1999. Also when asked, Fr. [REDACTED] stated that he never saw Fr. Czajka engage in any inappropriate behavior around children while they were assigned together at St. Camillus. However, Fr. [REDACTED] spoke to PRA about one incident involving Fr. Czajka that took place in either 1991 or 1992. Fr. [REDACTED] stated that the incident involved eighth grade students and their teacher, where Fr. Czajka was talking to the class about "Christian morality." As per Fr. [REDACTED], Fr. Czajka was "...talking too graphically about masturbation..." to the class. Fr. [REDACTED] stated that this was the "only thing" that may have been inappropriate, but that Fr. Czajka did not engage in "anything sexual." He also stated that he does not believe that Fr. Czajka "...[inappropriately] touched anyone [minor]..." Fr. [REDACTED] stated that he knows Fr. Czajka "...very, very well...[and that Fr. Czajka] could not abuse anyone..." He suggested that Fr. Czajka maybe was "too sarcastic," but that he did/could not abuse anyone.

When asked by PRA, Fr. [REDACTED] stated that Fr. Czajka "...did not really have an alcohol problem in excess..." Fr. [REDACTED] also spoke of Fr. Czajka's [REDACTED]. As per Fr. [REDACTED], he was "quite close" to Fr. Czajka and spoke of the cleric's

AOC 012176



ARCHDIOCESE
OF INDIANAPOLIS

The Church in Central and Southern Indiana

Metropolitan Tribunal

1400 N. Meridian Street, Indianapolis, IN 46202-2367
P.O. Box 1410, Indianapolis, IN 46206-1410
317-236-1460 or 800-382-9836, ext. 1460
Fax: 317-236-7318

January 9, 2006

Rev. Edward Grace
Vicar for Priests
645 N. Michigan
Chicago, IL 60622

Dear Fr. Grace:

At long last, I am sending the copy of the mandate signed by Father Norman Czajka. I did receive the other materials.

In closing, I wish you a very good New Year.

Fraternally yours in Christ,

Rev. Msgr. Frederick C. Easton, JCL
Vicar Judicial

Encl.



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo

To: Leah McCluskey

From: Ed Grace

Concerning: Mandate for Fr. Czajka's Canonical Advocate

A handwritten signature in black ink, appearing to be 'EG'.

January 18, 2006

Leah,

Enclosed for your records is a copy of the mandate naming Msgr. Fred Easton as Norm Czajka's canonical advocate.

Ed Grace

AOC 012179



ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

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

Memo

To: Pat Lagges

From: Ed Grace

Concerning: Mandate for Fr. Czajka's Canonical Advocate

January 18, 2006

Pat,

Enclosed for your records is a copy of the mandate naming Msgr. Fred Easton as Norm Czajka's canonical advocate.

Ed Grace

AOC 012180

ARCHDIOCESE OF CHICAGO

COPY

Office of Professional Responsibility



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

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

March 28, 2006

Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1515
Chicago, Illinois 60604

FACSIMILE AND MAIL

Dear Ms. Giacchetti,

I am writing this letter in regards to your client Rev. Norman Czajka and [REDACTED]'s allegation of sexual misconduct against him.

As we discussed via phone on November 7, 2005, this matter is to be brought before the Review Board for a Review for Cause no longer than 180 days from the date of the Initial Review. Due to the fact that the Initial Review by the Board took place on October 15, 2005, this matter is scheduled to go before the Board for a Review for Cause at the April 8, 2006 meeting.

Please forward any additional information that you might have on this matter to my attention as soon as possible.

Sincerely,

A handwritten signature in cursive script that reads "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

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

AOC 012181

TRANSMISSION VERIFICATION REPORT

TIME : 03/28/2006 02:20
NAME : OFF OF PROFES RESPON
FAX : 312-7515279
TEL : 312-7515206
SER.# : BROM2J864224

DATE, TIME 03/28 02:20
FAX NO./NAME [REDACTED]
DURATION 00:00:23
PAGE(S) 02
RESULT OK
MODE STANDARD
ECM

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

FACSIMILE TRANSMITTAL SHEET

TO: Ms Cynthia Giacchetti
FROM: Laura A. Neri-Palomino
Attorney
FAX NUMBER: [REDACTED] DATE: March 28, 2006
PHONE NUMBER: [REDACTED] TOTAL NO. OF PAGES INCLUDING COVER: 2
RE: Rev. Norman Czajka PHONE NUMBER: 312-751-5206

- COPY ATTACHED PLEASE REVIEW APPROVAL NEEDED PLEASE RESPOND ASAP
 REPORT ATTACHED PLEASE PROVIDE COPY FOR YOUR INFORMATION PLEASE SIGN/RETURN

Ms. Giacchetti,

Here is a letter from Leah McCluskey in reference to [REDACTED]'s allegation against Fr. Norman Czajka. The letter will also be mailed today.

Laura

A PRESENTATION TO THE REVIEW BOARD OF THE ARCHDIOCESE OF CHICAGO CONCERNING THE SITUATION OF THE REV. NORMAN CZAJKA

The undersigned, Rev. Msgr. Frederick C. Easton, JCL, had been mandated by the Reverend Norman Czajka, to serve as his advocate. The undersigned has met with Fr. Norman Czajka extensively on one occasion and has conversed with him a few times by telephone. Further, other people have been asked questions designed to see whether or not they would confirm anything he has stated.

Father Norman Czajka denies the allegations of sexual abuse made by [REDACTED]. Father Czajka stated that does not even remember the name of his accuser, [REDACTED]. He commented that when the name of [REDACTED] was first mentioned to him, he did not recognize it. Although he said that perhaps he might recognize [REDACTED] if he saw a picture of him when he was in the fifth grade, Father Czajka strongly denies the allegations of sexual abuse.

[REDACTED] claims that the abuse took place when he was in fifth grade. Based on the information provided by [REDACTED] about himself, he would have been in fifth grade either during 1990-1991 or 1991-1992. Fr. Norman believes that another priest, Fr. [REDACTED], was also serving at St. Camillus during the time period from 1990 into 1991. In addition, it appears that Father [REDACTED] was serving with Father Czajka at St. Camillas during the relevant time period.

The allegation states that the instances of sexual abuse occurred on occasions when [REDACTED] had come to the Church in order to serve Mass. [REDACTED] claims that Father Czajka touched his behind [REDACTED]

The situation surrounding altar boys present for the celebration of Mass either on Sundays or on weekdays does not at all support the likelihood that sexual abuse of an altar boy could have happened as alleged.

First, the physical situation of the Church and the sacristies as described both by Fr. Norman Czajka and others who are knowledgeable about the Church of St. Camillus indicates that these spaces were quite open. The doors into the altar boy sacristy as well as into the priest sacristy were always open. Fr. Czajka said that the only time the priest sacristy door would be closed would be when someone wished to go to confession. However, those occasions were quite infrequent, since there was a confessional which normally was used for the Sacrament of Reconciliation.

Moreover, the door of each sacristy opened out into a corridor. These doors were always open and anyone could readily see into each of the sacristies from the corridor. On Sundays people were seen very often coming and going down the corridor.

Second, on Sundays before Mass, there would be numerous adults present. It was the practice for the church to be opened by a sacristan who stayed in the church for the Masses, and closed the church after the Masses ended. This practice has been confirmed by [REDACTED]

who served as a sacristan for many years and also was familiar with the practices of the sacristans who preceded her, [REDACTED] and [REDACTED], who are both deceased. In addition to the sacristan, a lector as well as Eucharistic ministers would be in the sacristy. Even if they did not arrive in a timely fashion the lector and the Eucharistic ministers would nonetheless appear in the sacristy.

Third, there would almost always be three to four servers at each Mass on Sunday. The servers would arrive no earlier than ten minutes before Mass time, at a time when the sacristan and/or the lectors and Eucharistic Ministers were usually present. At the school liturgies during the week, there would always be four servers. In addition, one of the children would serve as lector. Further, oftentimes the child's teacher would be there in the sacristy helping the child prepare the reading.

Fr. Norman Czajka has indicated that it was not his custom to socialize with the children at the parish. Further, when asked whether he might go into the servers' sacristy, Fr. Norman Czajka said he would only do it if incense was going to be used at Mass. He would go into the servers' sacristy only for the purpose of making certain that the charcoal was being properly lit and put in the censer.

The openness of the sacristies, the arrival times of the altar boys, and the presence of numerous other people, including other adults, in the church and in the sacristy coalesce to establish that it was simply impossible for any priest to have either the time or the opportunity to sexually abuse one of the altar boys. During the brief time of ten minutes before Mass was to be celebrated would be the only time the altar servers would be present in the sacristies. At that same time, there would almost always be more than one server present as well as a lector, Eucharistic ministers and often the sacristan in addition of Fr. Norman Czajka. Therefore, there was simply not enough time and a secure environment for such abuse to happen.

These memories of Fr. Norman Czajka have been corroborated by others who knew the situation. Therefore, not only does Father Czajka deny the allegations of sexual abuse, but there was never a situation in which Fr. Norman Czajka could have the opportunity to sexually abuse any server, including [REDACTED]. Therefore, the undersigned respectfully submits that the claims of [REDACTED] most definitely lack credibility.

As a consequence, the undersigned advocate argues that Fr. Norman Czajka should be reinstated as a priest in good standing in the Archdiocese of Chicago. Father Czajka is now living at St. Benedicts' Nursing Home in Niles, Illinois. Therefore, because of his age and health condition there is no question of his being assigned to pastoral ministry in any form.

Respectfully submitted,



Rev. Msgr. Frederick C. Easton, JCL
Procurator-Advocate for the Reverend Norman Czajka

Indianapolis, Indiana
April 3, 2006



ARCHDIOCESE OF INDIANAPOLIS

The Church in Central and Southern Indiana

April 4, 2006

Ms. Leah R. McCluskey
Archdiocese of Chicago
Office of Professional Responsibility
P.O. Box 1979
Chicago, IL 60690-1979

Dear Leah:

Enclosed is a submission to the Review Board on behalf of Reverend Norman Czajka. As I understand, the Review Board is meeting on Saturday, April 8. I shall have also sent this to you by Fax and by .pdf as an e-mail attachment. In view of the shortness of the time, I felt extra effort was warranted.

Meantime, with very best wishes, I remain

Sincerely yours in Christ,



Rev. Msgr. Frederick C. Easton, JCL

Metropolitan Tribunal

1400 N. Meridian Street, Indianapolis, IN 46202-2367
P.O. Box 1410, Indianapolis, IN 46206-1410
317-236-1460 or 800-382-9836, ext. 1460
Fax: 317-236-7318
E-mail: tribunal@archindy.org

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APR 05 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

AOC 012185

SUMMARY TIME LINE OF ALLEGATION

| | ACCUSED | ACCUSER |
|--------------------------------|--------------------------------|----------------|
| Name: | Rev. Norman Czajka | ██████████ |
| Address: | St. Benedict Home Niles, IL | ██████████ |
| Date of Birth: | ██████████ | ██████████ |
| Current age: | 70 | 24 |
| Name of civil attorney: | Cynthia Giacchetti | ██████████ |

Date of Ordination [of accused]: 5/1/61

Location: Mundelein

Age at ordination: 25

Assignment location of accused: N/A

Status of accused: Retired

Name of canonical advocate: Rev. Msgr. Frederick C. Easton

Date allegation received by PRA: 5/13/05

Date allegation formalized with PRA: 5/24/05

Date of initial incident of alleged abuse: 1992

Date of last incident of alleged abuse: 1995

Approximate number of incidents of alleged abuse: several

Brief summary of alleged abuse: fondling over and under clothing; mutual masturbation

Brief summary and date of response from accused: 7/27/05; Fr. Czajka did not respond as he was instructed by his civil attorney due to the fact that she could not be present on 7/27/05

Stage of disposition by Professional Responsibility Review Board: Review for Cause

Additional allegations made by accuser: None

Signature of PRA:

A handwritten signature in black ink, appearing to read "Paul McCloskey". The signature is written in a cursive style with a large, looping tail.

Date:

4/4/06

From: Leah McCluskey
To: Easton, Msgr.
Date: 4/6/2006 8:53:08 AM
Subject: Re: Submission to Review Board

Dear Msgr. Easton,

I have received this e-mail and fax for this matter concerning Fr. Czajka. I will notify the Review Board on Saturday that you have sent this information.

Thank you,

Leah

Leah McCluskey, MSW, LSW
Professional Responsibility Administrator
Archdiocese of Chicago
Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, Illinois 60611
Office: 312.751.5205
Fax: 312.751.5279
lmcccluskey@archchicago.org

>>> "Easton, Msgr. Fred" <fEaston@archindy.org> 04/04/06 3:32 PM >>>
Hi, Leah:

I have mailed and faxed this but I am also sending it as a .pdf.

I have talked with F [REDACTED] and I'll submit what I can in view of the April 8 time and when I'll not have a chance to integrate what might come from the meeting on the day before.

If you need to call me, you can do so.

Msgr. Fred Easton

<<Submission for NC.pdf>>

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

Professional Responsibility Review Board
Saturday, April 8, 2006 9:00 am to 1:00 pm

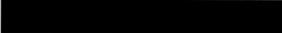
(312) 751-5205
Fax: (312) 751-5279
www.archchicago.org

MINUTES

Review Board Members Present:



Review Board Members Absent:

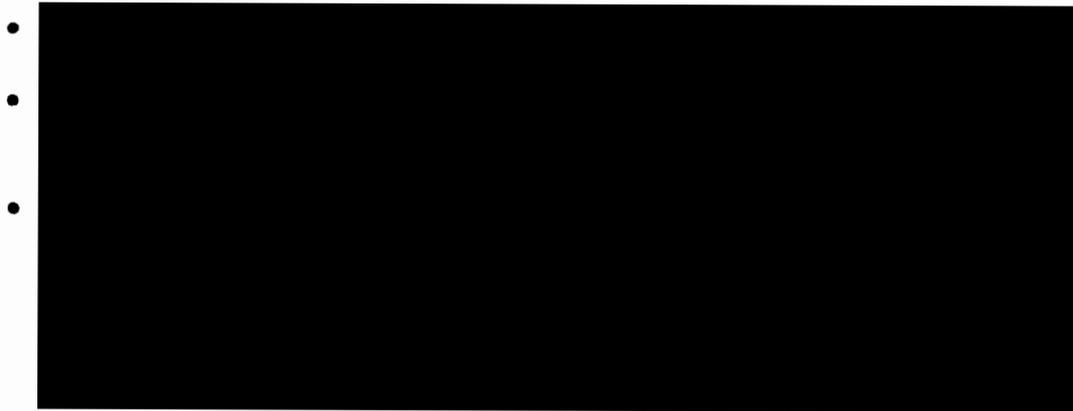


Non-members present:

Leah McCluskey, Professional Responsibility Administrator [PRA] 
Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

I. Approval of Minutes – March 18, 2006

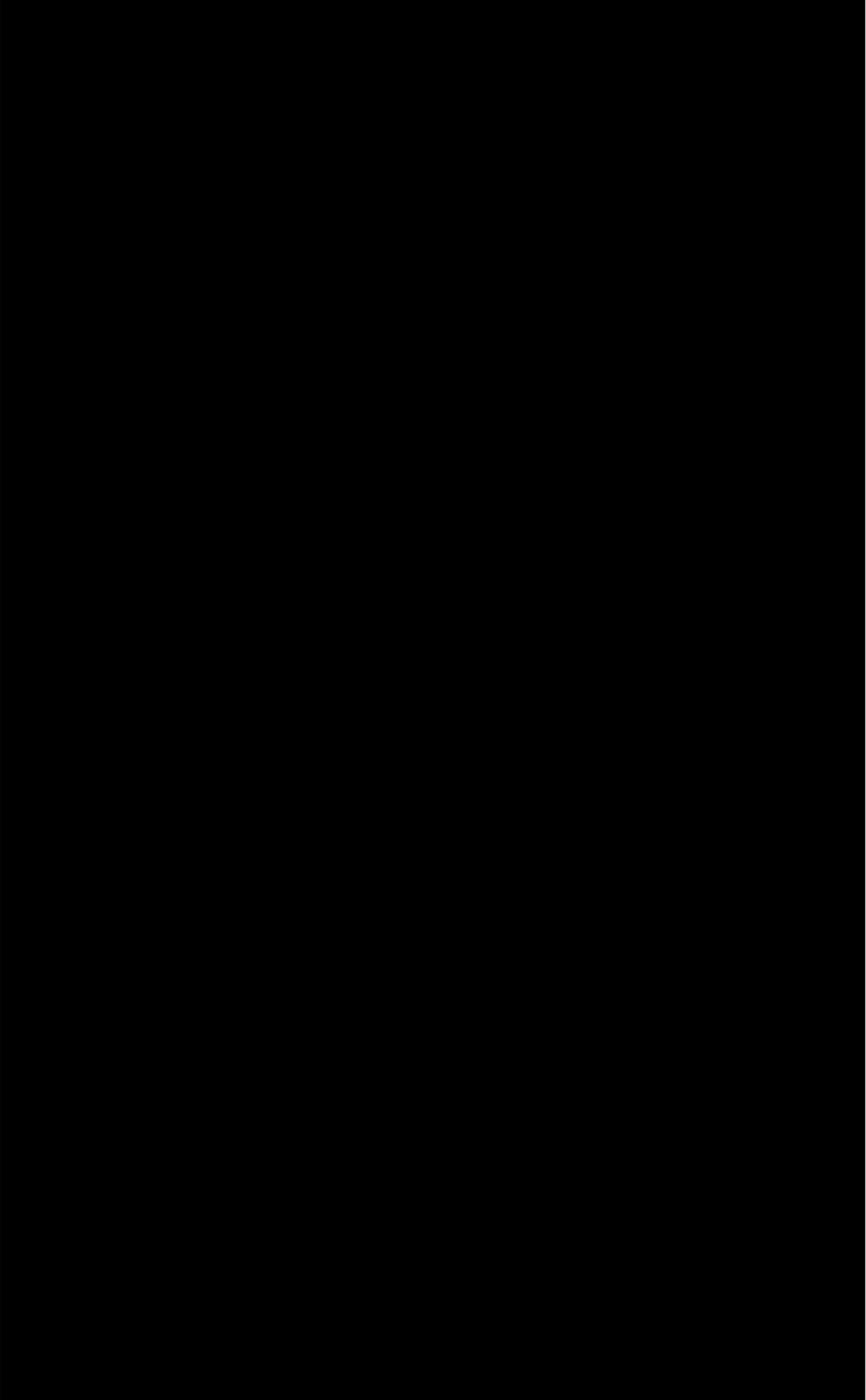
- Due to the fact that the March 18, 2006 minutes were not presented to Review Board members for their review until the April 8, 2006 meeting, Board members will make corrections to the March 18th minutes and bring them to the May 13, 2006 meeting for review and approval

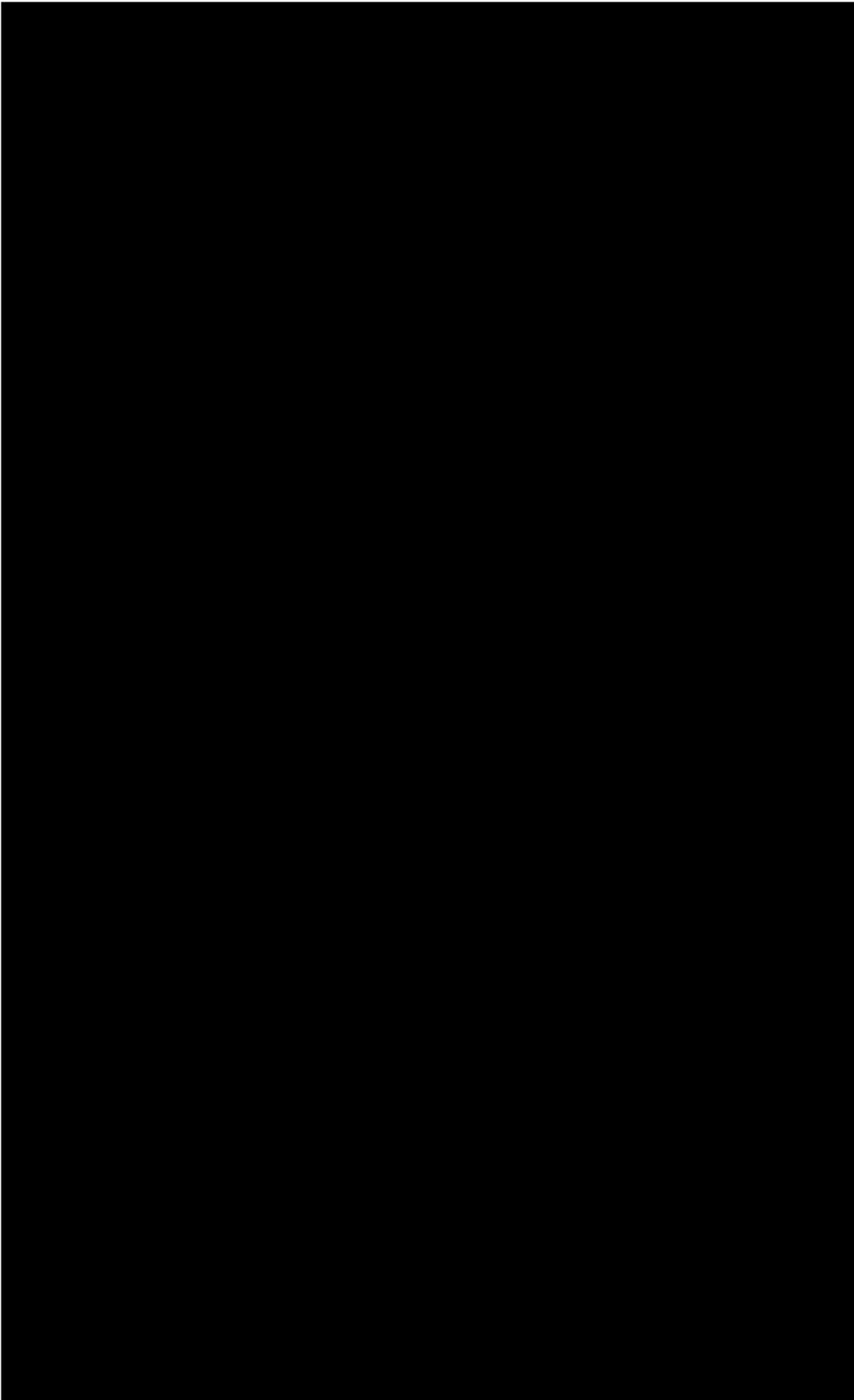


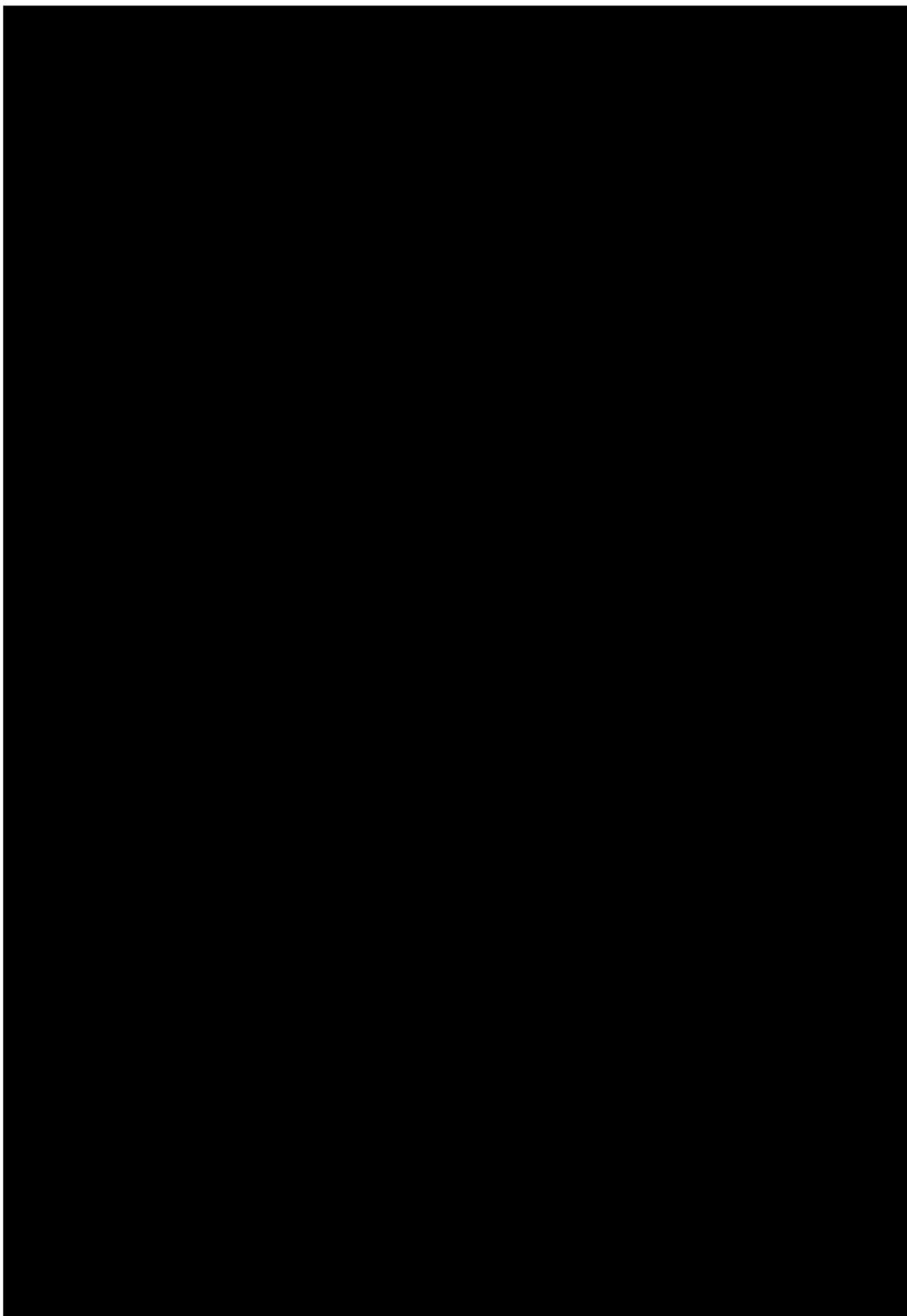
II. Case Reviews
Initial Review

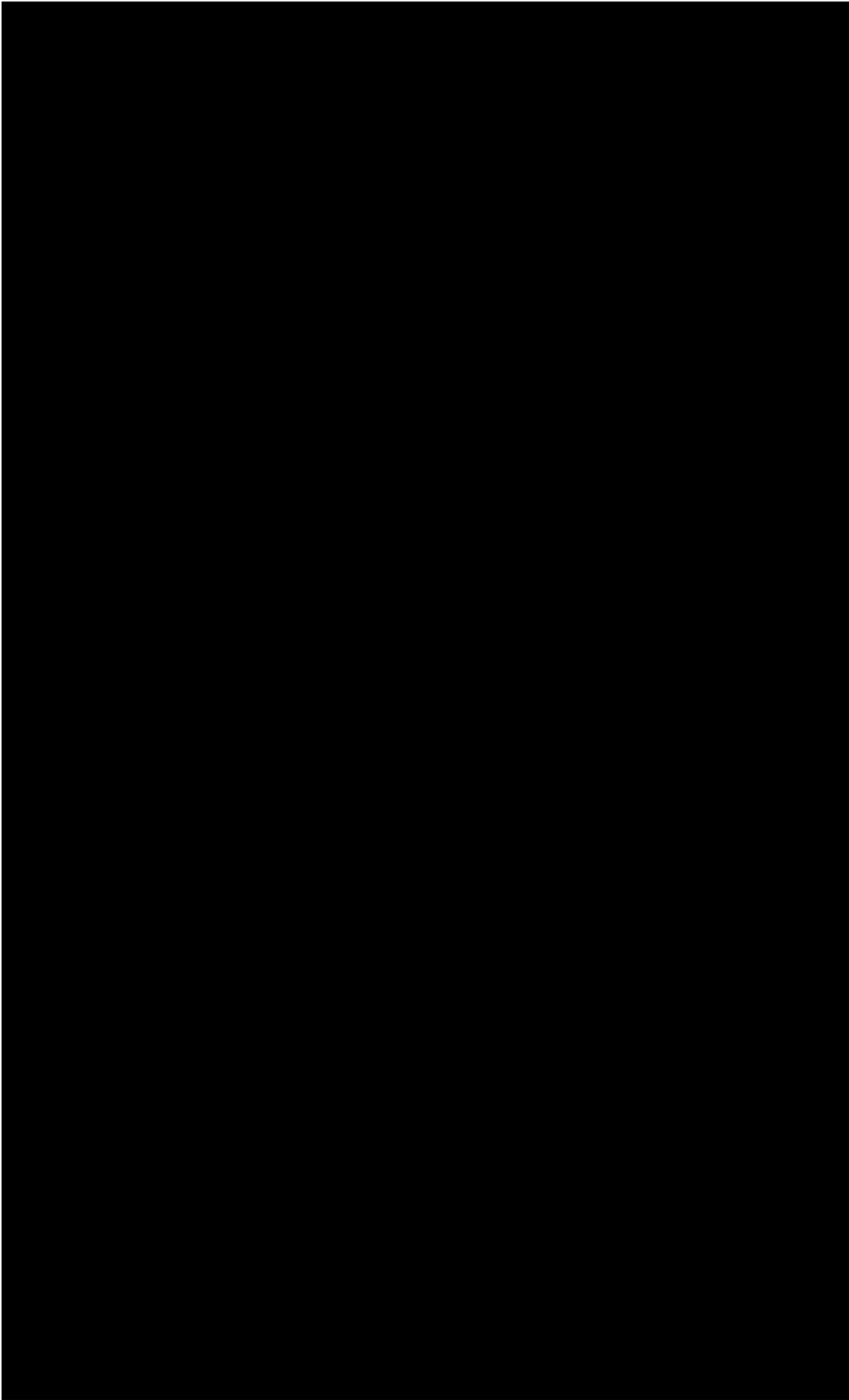


B.

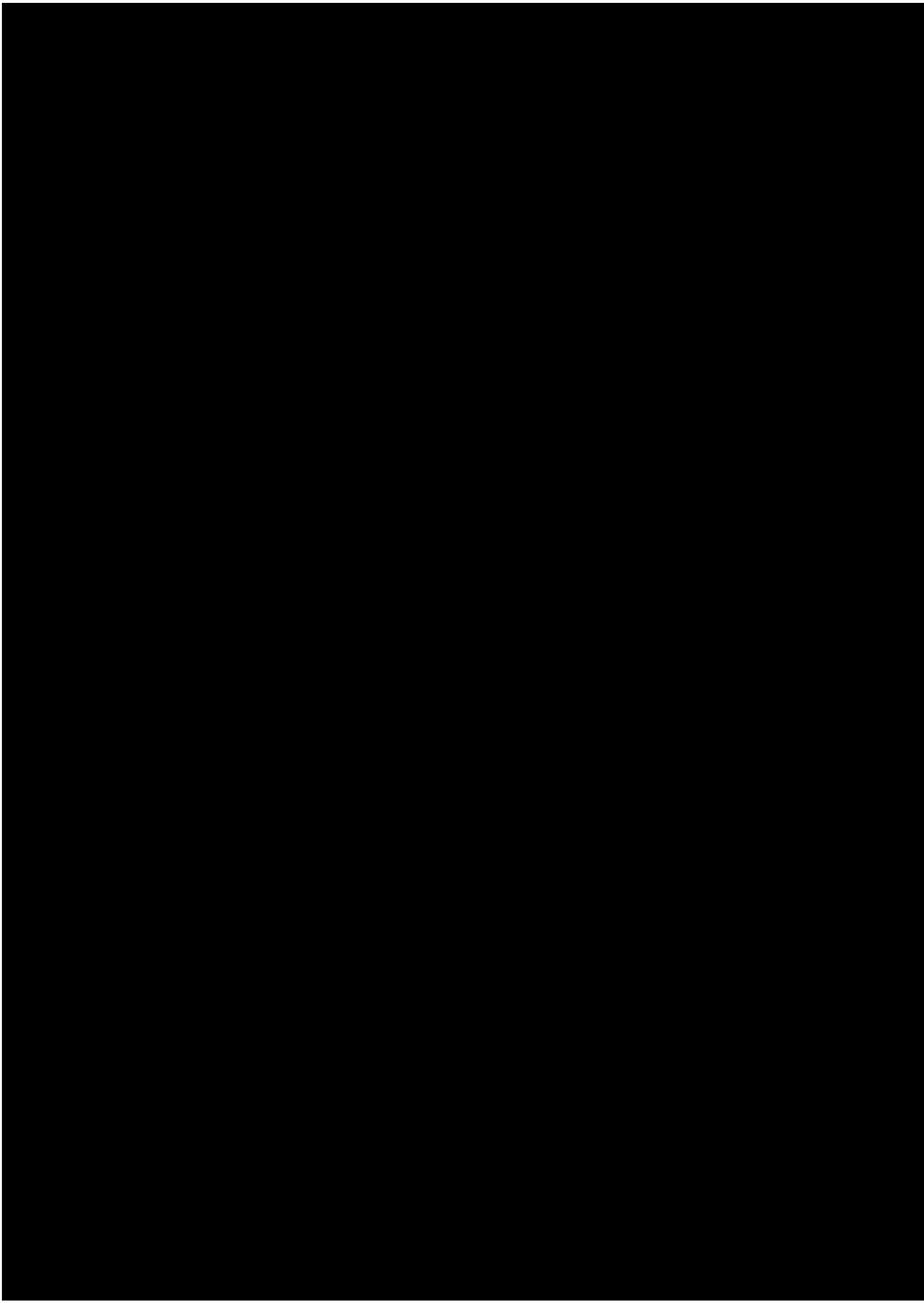






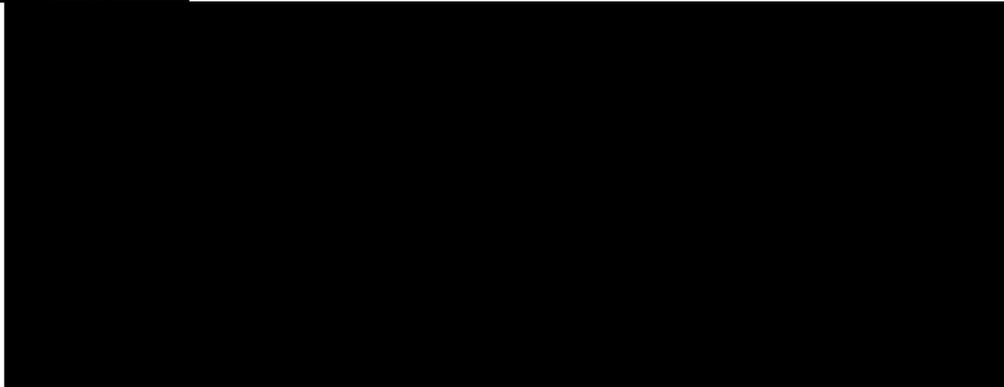


C.



III. Review for Cause

D.

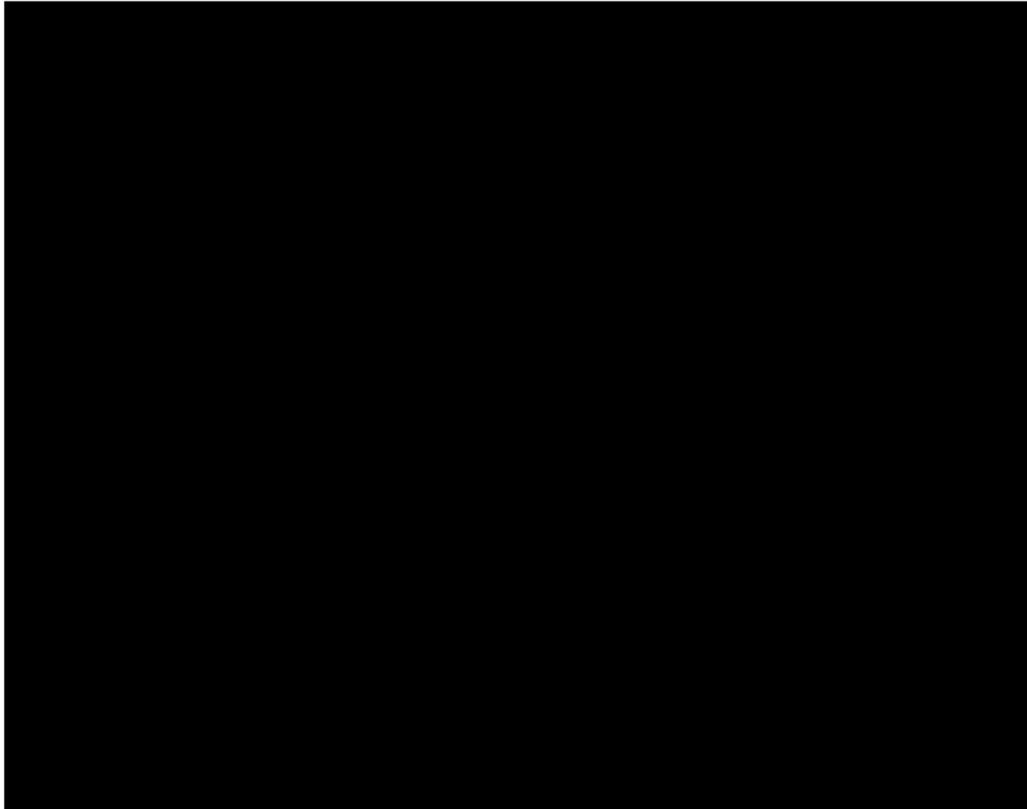


E. In the Matter of Rev. Norman Czajka [Retired 2000] – PFR – 271

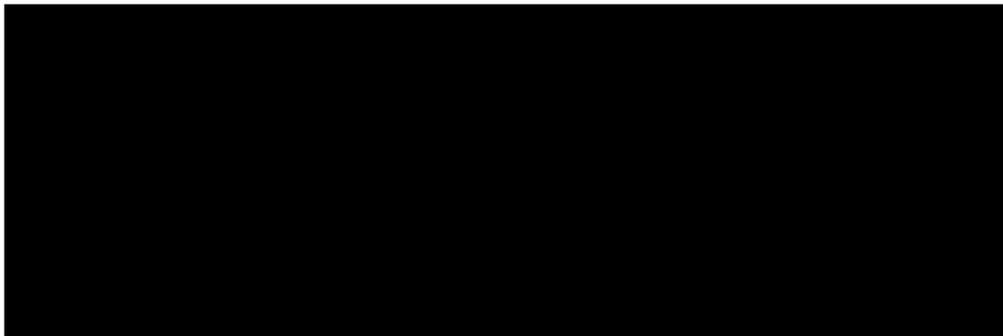
The Review Board conducted a Review for Cause of the allegation made by [REDACTED]. The allegation is as follows: fondling over and under clothing; mutual masturbation.

In a 5-2 vote in light of the information presented, the Review Board recommended that there is reasonable cause to suspect that the alleged misconduct occurred. The Board further recommended that Fr. Czajka be immediately withdrawn from ministry and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures.

F.

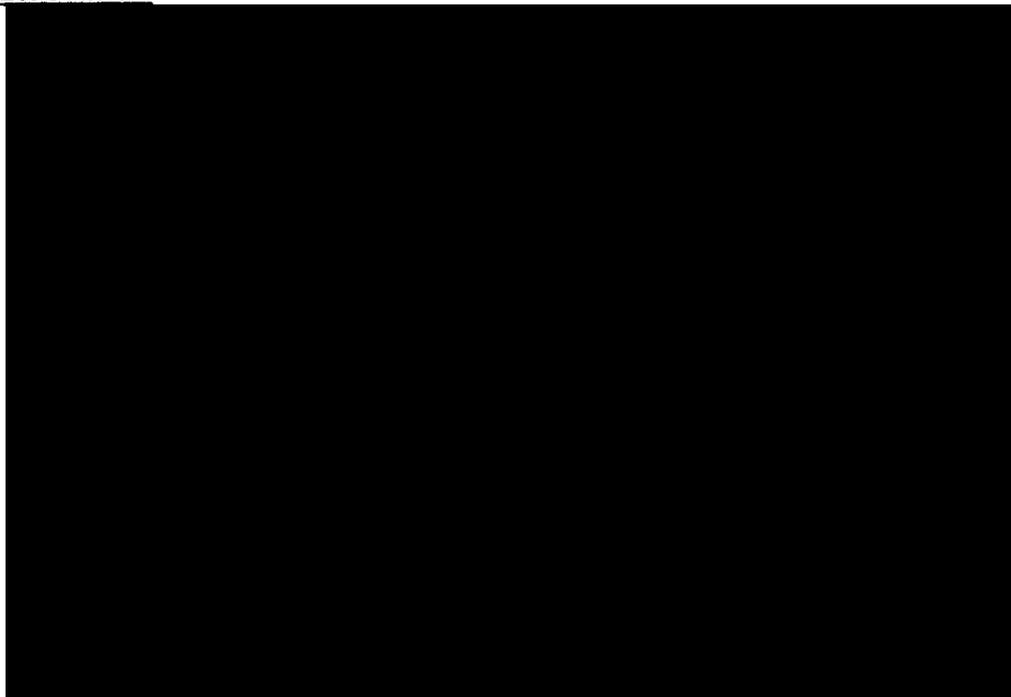


G.



III. Other Matters

-
-
-
-
-
-
-
-
-



Next scheduled meeting is Saturday, May 13, 2006 at 9:00 a.m.

Cc: Review Board Members
Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board
Rev. Vincent Costello, Vicar for Priests
Rev. Edward D. Grace, Vicar for Priests
Francis Cardinal George, O.M.I.
Jimmy Lago, Chancellor
Rev. John Canary, Vicar General

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

PROFESSIONAL RESPONSIBILITY REVIEW BOARD MEETING

Saturday, April 8, 2006

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

AGENDA

- I. Approval of Minutes – March 18, 2006
- II. Case Reviews

Initial Reviews:

A.

B.

C.

III. Review for Causes:

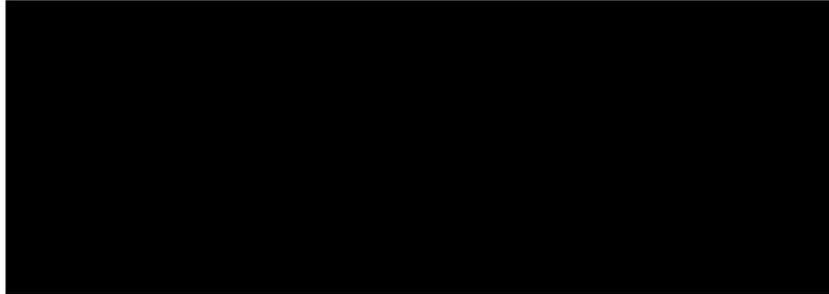
D.

E. In the Matter of Rev. Norman M. Czajka (Retired 2000) – PFR-271

- Allegation made by [REDACTED]
- Initial Review 10/15/2005

Review for Cause (Cont'd)

F.



G.

IV. **Other Matters:**

- [Redacted]
- [Redacted]

The next Board Meeting is the scheduled for Saturday, **May 13, 2006.**

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

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

To: File – PFR-271

From: Review Board Meeting

Re: Czajka, Rev. Norman (Retired)/ [REDACTED]

Date: April 8, 2006

A summary of the discussion from the Review Board Meeting on April 8, 2006:

The Review Board conducted a Review for Cause of the allegation made by [REDACTED]. The allegation is as follows: fondling over and under clothing; mutual masturbation.

In a 5-2 vote in light of the information presented, the Review Board recommended that there is reasonable cause to suspect that the alleged misconduct occurred. The Board further recommended that Fr. Czajka be immediately withdrawn from ministry and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures.

ARCHDIOCESE OF CHICAGO

Professional Responsibility Review Board
676 North St. Clair - Suite 1910
Chicago, IL 60611



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

RECORD OF CASE DISPOSITION

The Professional Responsibility Review Board met on 4/8/06 to conduct a(n)
(enter date: month/day/year)

(check one:) Initial Review Review for Cause Supplementary Review Review for Advice
Status Report

regarding the allegation of _____
(enter name of a)

against B. K. Norman Czajka
(enter name of accused priest or deacon)

(check one:) a priest of the Archdiocese of Chicago a deacon of the Archdiocese of Chicago
an extern priest or deacon of the (Arch)diocese of _____
(enter name of [Arch]diocese)

a religious priest or deacon of _____
(enter name of religious community)

a resigned priest or deacon of _____
(enter name of diocese or religious community)

a deceased priest or deacon of _____
(enter name of diocese or religious community)

which claims as follows: _____
(enter brief description of the alleged misconduct or inappropriate behavior)

Initial Review: In light of the information presented, the Review Board determined that

(check one:) the information warrants additional investigation.
 the information does not seem to be true of an offense and the file should be closed.

If the information at least seems to be true of an offense, the Board recommends that

(check one:) the safety of children requires the immediate withdrawal of the accused from ministry.
 the accused may remain in ministry with monitoring and restrictions pending inquiry.
 the accused may remain in ministry without monitoring or restrictions pending inquiry.

Review for Cause: In light of the information presented, the Review Board determined that

(check one:) there is reasonable cause to suspect that the alleged misconduct occurred.
 there is not reasonable cause to suspect that the alleged misconduct occurred.
 there is insufficient information to make a finding of reasonable cause.

If there is a finding of reasonable cause to suspect, the Board recommends that

(check one:) the priest or deacon be immediately withdrawn from ministry (or that his withdrawal from ministry continue) and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures.
 no further action be taken because the accused priest is resigned or deceased, except to provide appropriate outreach to those affected by the alleged misconduct.

The Board further recommends: 5-2 reasonable cause

ARCHDIOCESE OF CHICAGO

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April 12, 2006

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

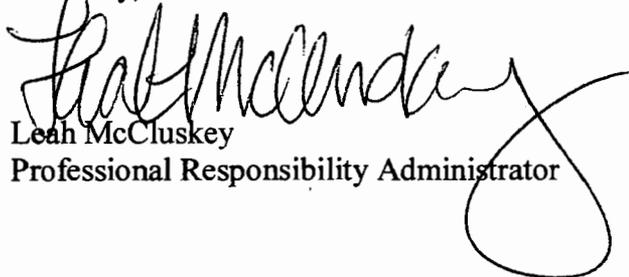
Dear Cardinal George,

Please be advised that the Professional Responsibility Review Board met on April 8, 2006 and conducted a Review for Cause of [REDACTED]'s allegation of sexual misconduct against Rev. Norman Czajka pursuant to Article §1104.9 of the Review Process for Continuation of Ministry. Fr. Czajka is a retired priest of the Archdiocese of Chicago.

The Board made the recommendation that in light of the information presented, there is reasonable cause to suspect that the alleged misconduct occurred. The Board further recommended that Fr. Czajka be immediately withdrawn from ministry and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,



Leah McCluskey
Professional Responsibility Administrator

*I accept this
recommendation. I'm
Fr. Czajka's health problem,
the Vicar for Priests must
consider the options.
F. Grace
Apr 17, 2006*

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

RECEIVED

APR 19 2006

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

AOC 012201

ARCHDIOCESE OF CHICAGO

Office of Professional Responsibility



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

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

MEMORANDUM

To: File -- PFR-271

From: Leah McCluskey, Professional Responsibility Administrator 

Re: Czajka, Rev. Norman [Retired]

Date: April 27, 2006

The attached is a copy of Rev. Norman Czajka's "Summary Time Line of Allegation" presented to all Review Board members for the April 8, 2006 Board meeting.

AOC 012202

From: Leah McCluskey
To: Grace, Edward
Date: 5/1/2006 4:07:36 PM
Subject: Czajka

Fr. Grace,

As I am typing up my notes from the April 8, 2006 Review Board meeting, I have realized that we need to discuss the implementation of Monitoring Protocols for Rev. Norman Czajka. Cardinal George accepted the Review Board's recommendation of "reasonable cause to suspect" on April 19, 2006.

Leah

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

May 2, 2006

Ms. Leah McCluskey
Office of Professional Responsibility
676 N. St. Clair St.
Chicago, IL 60611

Dear Ms. McCluskey,

I am writing to you in order to formalize my handwritten note of April 17, 2006 in response to your letter of April 12, 2006, regarding the matter of **Reverend Norman Czajka**, who was ordained a priest of the Archdiocese of Chicago but is now confined to a nursing home, and the allegations of sexual misconduct that were made against him by [REDACTED]. This matter was discussed in a Review for Cause by the Professional Responsibility Review Board at their meeting of April 8, 2006.

I accept the Review Board's determination that there is a reasonable cause to suspect that the alleged misconduct occurred. Since Father Czajka is physically and mentally unable to exercise ministry, I can place no further restrictions on him. I refer the matter to the Vicar for Priests concerning other options. Since I have accepted the recommendations of the Review Board that this warrants further action on my part, I will refer the case to the Congregation for the Doctrine of the Faith and ask for their assistance.

Thank you for your assistance in this matter.



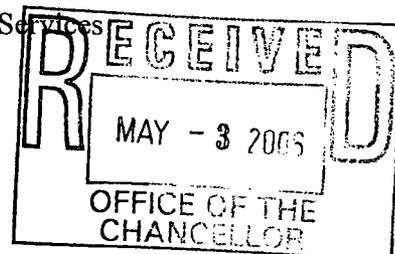
Sincerely yours in Christ,

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

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

Rev. Richard Sanchez
Ecclesiastical Notary

cc: Rev. John F. Canary, Vicar General
Rev. Daniel A. Smilanic, Cardinal's Delegate
Rev. Patrick R. Lagges, Judicial Vicar/Vicar for Canonical Services
Reverend Edward Grace, Vicar for Priests
Mr. Ralph Bonaccorsi, Assistance Minister
Mr. Jimmy Lago, Chancellor
Mr. John C. O'Malley, Director of Legal Services



AOC 012204

COPY

ARCHDIOCESE OF CHICAGO

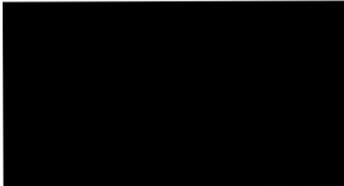
Office of Professional Responsibility



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

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

May 8, 2006



Dear [REDACTED],

Please be advised that the Professional Responsibility Review Board met on April 8, 2006 and conducted a Review for Cause regarding your allegation of sexual misconduct against Rev. Norman Czajka pursuant to Article §1104.9 of the Review Process for Continuation of Ministry. Fr. Czajka is a retired and withdrawn priest of the Archdiocese of Chicago.

At a Review for Cause the Review Board recommends, based on the information that has been gathered and made available to it, whether there is reasonable cause to suspect that the accused priest engaged in the sexual misconduct of a minor. If the Board recommends that there is reason to suspect that sexual misconduct of a minor has occurred and Cardinal George accepts the recommendation, additional action will be taken to restrict the ministry of the accused.

In the Review for Cause of this matter on April 8th, the Board recommended that there is reasonable cause to suspect that the alleged misconduct occurred. The Board also recommended that Fr. Czajka be immediately withdrawn from ministry and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures. Cardinal George has accepted the Board's recommendations.

If you have any questions, please feel free to contact me at any time. I may be reached at [312] 751-5205. Also, please know that the Office of Assistance Ministry continues to be available to you. They may be reached at [312] 751-8267.

Sincerely,

A handwritten signature in cursive script that reads "Leah McCluskey".
Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Ralph Bonaccorsi, Assistance Ministry

AOC 012205

Office of Professional Responsibility

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

May 8, 2006

Rev. Norman Czajka
C/o Ms. Cynthia Giacchetti
Ms. Cynthia Giacchetti
53 W. Jackson Blvd., Suite 1515
Chicago, IL 60604

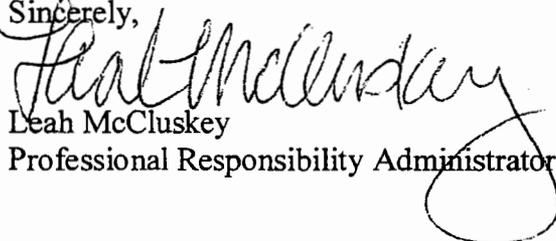
Dear Fr. Czajka,

Please be advised that the Professional Responsibility Review Board met on April 8, 2006 and conducted a Review for Cause regarding [REDACTED]'s allegation of sexual misconduct against you pursuant to Article §1104.9 of the Review Process for Continuation of Ministry.

In the Review for Cause of this matter that took place on April 8th, the Board recommended that there is reasonable cause to suspect that the sexual abuse of a minor did occur. The Board also recommended that you be immediately withdrawn from ministry and that restrictions and monitoring be imposed in accord with Archdiocesan policies and procedures. Cardinal George has accepted the Board's recommendations.

If you have any questions, please feel free to contact me at any time. I may be reached at [312] 751-5205. Also, please know that Rev. Edward Grace is available to you as your Vicar for Priests. He may be reached at [312] 642-1837.

Sincerely,



Leah McCluskey
Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board
Rev. Edward D. Grace, Vicar for Priests
Msgr. Frederick Easton, Canonical Advocate

To: File
From: Ed Grace
Re: Norm Czajka
Date: May 10, 2006

Today I spoke with Tim Lyne about the Czajka residence problem.

Tim and John have already contacted the mayor of Niles regarding the residence continuing at St. Benedict's. Mayor is opposed – demands he be moved and referenced the agreement on the matter from the time when permits were given for remodeling St. Ben's for priest residents.

Tim and John will next approach Resurrection Life Center as possible residence for Norm.

I will arrange to inform Norm of finding by the Board and Cardinal's acceptance of "reasonable cause to suspect".

We will not mention change of residence until we know where he will go.

From: Leah McCluskey
To: Neri-Palomino, Laura
Date: 5/11/2006 2:16:54 PM
Subject: Files

Laura,

There is no rush, so when you have the time please photocopy the entire files [all allegations] of:

Czejka, Rev. Norman


and send the copies to Fr. Lagges. He has made the request so that he may prepare the files for Rome.

Thank you.

Leah

CC: plagges@archchicago.org

From: Leah McCluskey
To: Grace, Edward
Date: 5/11/2006 8:32:10 AM
Subject: Re: Czajka

Fr. Grace,

I am extremely disappointed with the response from the Mayor of Niles.

With that said, thank you very much for the information. I will see you tomorrow morning in Carol's office for the 8:30am meeting. We can talk then.

Thank you.

Leah

>>> Edward Grace 05/10/06 6:34 PM >>>

Leah,

Bishop Lyne has already approached the Mayor of Niles. He request to keep Norm there has been refused. Bishops Lyne and Jakubowski will seek to have Norm accepted at Resurrection life center. We cab notify Norm of the Cardinal's decision, but we should not yet notify him of the move until we have a place for him and he should not be publicly listed until we know where he is going. We should talk Friday.

Ed

*Please file in
Czajka
general
file.*

From: Edward Grace
To: McCluskey, Leah
Subject: Re: Czajka

June 20, 2006

Leah,

Norm Czajka is now at the Resurrection Life Center. I have left a message asking Sr. Barbara to give me a call.

Ed Grace

>>> Leah McCluskey 5/18/2006 9:12 AM >>>
Fr. Grace,

Thank you for the information. I would suggest putting in a call to Sr. Barbara Forrester to determine if she would be willing to serve as Czajka's on-site chaperone/supervisor as well. We should then schedule a time to meet with both. I am back in the office on Tuesday, May 30th.

Leah

>>> Edward Grace 05/17/06 5:06 PM >>>
May 17, 2006

Leah

Bishops Lyne and Jakubowski called. They have arranged for Norm to get a place at Resurrection Life Center as soon as they get an open Bed. I told Jake that I would tell Norm on Friday that he would be moving to Resurrection. Do we need to do anything about that?

Ed

From: Leah McCluskey
To: Grace, Edward
Date: 6/21/2006 10:43:19 AM
Subject: Re: Czajka

Fr. Grace,

Thank you again for all of the info. Let's talk today about setting up a time to see Fr. Czajka and Sr. Barbara.

Leah

>>> Edward Grace 06/21/06 10:14 AM >>>
June 21, 2006

Leah,

I spoke with Sister Barbara Forrester this morning. She is willing to act as Norm's Monitor. I indicated we would be out to see her and Norm soon. So, let's set a time, especially since Norm is trying to get out and about.

As an aside, I asked Sister how Norm was doing. She said well. He gets along with the Staff and other residents. He still goes out to smoke his cigars and out on Thursdays for dinner with the Boys.

Finally, Sister mentioned that Norm would like to go to Acapulco for 5 weeks. Sister would like someone other than her to tell him 'no'. I spoke with Bishop Jakubowski today about this. Apparently, Norm bought tickets for himself and a worker from St. Benedict's to fly to Acapulco, without bothering to tell the administration, confirm the handicapped accesability of the condo, the availability of the condo, or whether the worker from St Ben's, who is married with a family, is able or willing to accompany him. Jake will tell Norm no and get back to me on how it goes.

Ed

From: Leah McCluskey
To: Grace, Edward
Date: 6/21/2006 9:01:50 AM
Subject: Re: Czajka

Thank you for the info. Fr. Grace. Once you hear from Sr. Barbara, we should probably set up a time to go out there to meet with Fr. Czajka and Sr. Barbara.

Leah

>>> Edward Grace 06/20/06 4:01 PM >>>
June 20, 2006

Leah,

Norm Czajka is now at the Resurrection Life Center. I have left a message asking Sr. Barbara to give me a call.

Ed Grace

>>> Leah McCluskey 5/18/2006 9:12 AM >>>
Fr. Grace,

Thank you for the information. I would suggested putting in a call to Sr. Barbara Forrester to determine if she would be willing to serve as Czajka's on-site chaperone/supervisor as well. We should then schedule a time to meet with both. I am back in the office on Tuesday, May 30th.

Leah

>>> Edward Grace 05/17/06 5:06 PM >>>
May 17, 2006

Leah

Bishops Lyne and Jakubowski called. They have arranged for Norm to get a place at Resurrection Life Center as soon as they get an open Bed. I told Jake that I would tell Norm on Friday that he would be moving to Resurrection. Do we need to do anything about that?

Ed

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

22 June, 2006

Rev. Msgr. Frederick Easton
Archdiocese of Indianapolis
1400 N. Meridian St.
Indianapolis, IN 46206

Dear Fred:

On 24 July, 2006, Cardinal George will refer the matter regarding Rev. Norman Czajka to the Congregation for the Doctrine of the Faith.

I am sending you a copy of the letter he will be sending so that you can submit your own opinion on the matter and raise any exceptions to what Cardinal George is asking of the Congregation.

Should you wish to include your opinion with Cardinal George's letter, please submit it to me no later than 22 July, 2006. It should be addressed to Cardinal Levada and placed in an unsealed envelope for transmission to the Holy See via the Apostolic Nunciature. (I was informed that security reasons demand that the envelope remain unsealed; however, I will not be reading the contents.) If I receive the envelope by 22 July, I will include it with Cardinal George's letter. You could also send it at a later date, but with the volume of cases from the United States, it might not get paired up with Cardinal George's letter.

As soon as I hear from the Congregation for the Doctrine of the Faith, I will inform you and also give you the Protocol Number. I do not have any guess as to when this might occur.

Thank you again for helping Father Czajka with his case and for acting as his advocate.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Patrick R. Lagges".

(Rev.) Patrick R. Lagges, J.C.D.
Judicial Vicar

cc: Revs. Edward Grace and Daniel Smilanic, Mr. Jimmy Lago, Ms. Leah McCluskey, and Mr. John O'Malley

AOC 012213

From: Edward Grace
To: Leonatti, Janet
Date: 6/24/2006 2:04:52 PM
Subject: Czajka

June 24, 2006

Jan,

Fr Norman Czajka is now safely moved to Resurrection Life Center. Since he is no longer at St. Benedict's, you may now add him to the web site list of removed. Leah and I will be visiting him on June 26th to inform him of the removal and his protocol.

Ed Grace

CC: McCluskey, Leah

From: Leah McCluskey
To: Grace, Edward
Date: 6/27/2006 3:08:38 PM
Subject: Re: Czajka's other Lawyer

Thank you Fr. Grace. I will add the info. into RADAR.

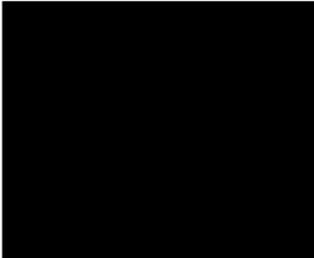
Leah

>>> Edward Grace 06/27/06 3:05 PM >>>
June 27,

Leah,

I forgot to give this to you when you were here:

The classmate attorney Czajka mentioned yesterday:



Ed

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

June 28, 2006

Rev. Norman Czajka
Resurrection Life Center
7370 W. Talcott
Chicago, Illinois 60631

Dear Fr. Czajka,

I want to thank you again for meeting with Rev. Edward Grace and me at the Resurrection Life Center on June 26, 2006 to review the enclosed Individual Specific Protocols [ISP].

As we discussed on June 26th, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate and civil attorneys 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 July 12, 2006.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Czajka at [312] 642-1837.

Sincerely,

A handwritten signature in black ink, appearing to read "Leah McCluskey", written over a large, stylized flourish that extends downwards and to the right.

Leah McCluskey
Professional Responsibility Administrator

Enclosures

Cc: Rev. Msgr. Frederick C. Easton, canonical advocate
Cynthia Giacchetti, civil attorney
Rev. Edward Grace, Vicar for Priests
Joseph Stevens, civil attorney

AOC 012216

TRANSMISSION VERIFICATION REPORT

TIME : 07/27/2006 03:32
NAME : OFF OF PROFES RESPON
FAX : 312-7515279
TEL : 312-7515206
SER.# : BROM2J864224

DATE, TIME 07/27 03:32
FAX NO./NAME [REDACTED]
DURATION 00:00:40
PAGE(S) 02
RESULT OK
MODE STANDARD
ECM

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

FACSIMILE TRANSMITTAL SHEET

| | |
|-----------------------------|--|
| TO: [REDACTED] | FROM: Laura A. Neri-Palomino |
| Attorney | |
| FAX NUMBER: [REDACTED] | DATE: July 27, 2006 |
| PHONE NUMBER: [REDACTED] | TOTAL NO. OF PAGES INCLUDING COVER: 2 |
| RE: Czajka/[REDACTED] | PHONE NUMBER: 312-751-5206 |

- COPY ATTACHED PLEASE REVIEW APPROVAL NEEDED PLEASE RESPOND ASAP
 SEE ATTACHED PLEASE PROVIDE COPY FOR YOUR INFORMATION PLEASE SIGN/RETURN

[REDACTED]
Leah McCluskey asked that I fax you a copy of the following letter to [REDACTED] in care of your address dated May 8, 2006.

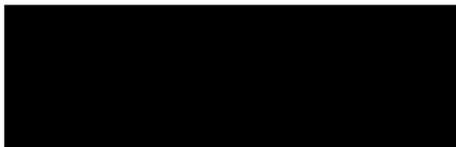
BURKE, WARREN, MACKAY & SERRITELLA, P.C.

22ND FLOOR IBM PLAZA
330 NORTH WABASH AVENUE
CHICAGO, ILLINOIS 60611-3607
TELEPHONE (312) 840-7000
FACSIMILE (312) 840-7900
www.burkelaw.com

PATRICIA B. CARLSON
DIRECT DIAL NUMBER
(312) 840-7076
pcarlson@burkelaw.com

September 19, 2006

VIA HAND DELIVERY



Re: [REDACTED] / Rev. Norman Czajka

Dear [REDACTED]:

Enclosed are copies of the fully executed settlement agreement [REDACTED] in the above matter, along with two checks made payable to "[REDACTED] and [REDACTED], as attorney for [REDACTED]." The first check for [REDACTED] constitutes the settlement amount under the Settlement Agreement. [REDACTED]

Please call if you have any questions.

Very truly yours,

A handwritten signature in cursive script that reads "Patricia B. Carlson".

Patricia B. Carlson

PBC:skb
Enclosure

BURKE, WARREN, MACKAY & SERRITELLA, P.C.

September 19, 2006

Page 2

bcc: (w/enclosure)
Rev. Edward D. Grace
John C. O'Malley
Matthew Kaminski
Christopher Spala
John Smith

OCT 13 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

Norman Czajka [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Great Smoky Mountains
[redacted] (CP) from October 22 [departure date] at Noon (Sunday)
through October 26 [return date]. Norman C [name of cleric]

will be chaperoned by Rev Francis G Scanlan [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure [redacted] (CP). The

identified chaperone has accepted the responsibility of verifying the location and
activities of Norman Czajka [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!

1. Contacts with minors by Norman Czajka [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 Norman Czajka [cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to Norman's [cleric name] residence has been scheduled for 10/26/06 8 PM [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: 10-5-06
PRA Signature: [Signature] Date: 10/13/06

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 3/28/06

his is second one - they lost our original

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St.
Chicago, Illinois 60611

October 24, 2006

COPY

Reverend Norman M. Czajka
Resurrection Life Center
7370 W. Talcott
Chicago, IL 60631

Dear Father Czajka:

I am writing to inform you that the Congregation for the Doctrine of the Faith has given a response to my request to investigate further the accusations of sexual misconduct with a minor that have been made against you.

The Congregation has directed that I proceed with an administrative process, which is governed by c. 1720 of the Code of Canon Law.

More specifically, Cardinal Levada has directed me to do the following: (1) inform you of all the allegations and proofs that have been gathered, providing for your right of defense through your canonical advocate; (2) evaluate the proofs with the assistance of two canon lawyers who are competent and renowned for their prudence; and (3) if the delict has been proven, issue a decree, describing in law and in fact the reasons which have motivated the decree. You may wish to discuss this further with your Advocate, Monsignor Easton.

While this process is taking place, you should still follow the protocols that have been established for you.

I have appointed Rev. Patrick R. Lagges to direct this process. He will gather all the information that I will need to make a decision. So that I may look at the issue more objectively, I have asked canonists from outside the Archdiocese of Chicago to act as Assessors. They will assist me in weighing the evidence and proofs in the case before I reach a decision.

At this point, I am not certain how quickly this process will take, since none of us has much experience with these sorts of cases. I would hope to have a resolution of the matter within four to six months.

Father Lagges will be in contact with your canonical advocate to see if there are any other proofs that Monsignor Easton thinks need to be gathered. When all the material is complete in the case, you and your advocate will be allowed to review the case and make any comments. The material will then be sent to the assessors who will offer me their opinions. Taking into account all the material of the case and the opinions of the assessors, I will then be in a position to make a decision.

AOC 012221

I will keep you informed as to the progress of this administrative procedure. Please know that you continue to be in my prayers as we seek a resolution of this matter.

Sincerely yours in Christ,



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

cc: Most Reverend Timothy Lyne, Vicar for Senior Priests
Reverend Edward Grace, Vicar for Priests
Rev. Patrick R. Lagges, Judicial Vicar
Mr. Ralph Bonaccorsi, Assistance Ministry
Ms. Leah McCluskey, Office for Professional Responsibility
Mr. John O'Malley, Legal Services

*Sent to
O'Malley
12/18/06*

Law Offices

Cynthia Giacchetti

*53 West Jackson Boulevard - Suite 1460
Chicago, Illinois 60604*

Telephone
[REDACTED]

Facsimile
[REDACTED]

December 13, 2006

Father Edward Grace
Vicar for Priests
645 North Michigan Avenue
Suite 543
Chicago, Illinois 60611

Re: Billing for Father Norman Czajka

Dear Father Kaczorowski:

Enclosed is my billing for legal services to date regarding representation of Father Norman Czajka in connection with the Professional Responsibility Review Board and resulting Administrative Penal Process.

If you have any questions, please do not hesitate to contact me.

Very truly yours,



Cynthia Giacchetti

ARCHDIOCESE OF CHICAGO

CONFIDENTIAL

Office of Professional Responsibility



Leah R. McCluskey, MSW, LSW
Administrator
312-751-5205
lmclluskey@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. Norman M. Czajka
Resurrection Life Center
7370 W. Talcott
Chicago, Illinois 60631

Dear Fr. Czajka,

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 7370 W. Talcott. Upon filling out the form, please provide a copy to Sr. Barbara Forrester prior to sending it to my office. This is to ensure that Sr. Barbara is aware of your planned overnight absence in the event that she 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,

A handwritten signature in black ink, appearing to read "Leah McCluskey".

Leah McCluskey
Professional Responsibility Administrator

Enclosure

Cc Rev. Msgr. Frederick C. Easton, canonical advocate
Sr. Barbara Forrester
Cynthia Giacchetti, civil attorney
Rev. Edward Grace, Vicar for Priests
Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board

MEMO: TO FILE
FROM: ED GRACE
RE; NORMAN CZAJKA

February 7, 2007

Cynthia Giacchetti, Norm Czajka's civil attorney left me a voice mail message requesting the exact dates when Fr. Stanley Drewniak and Fr. Raymond Jasinski served at St. Camillus Parish.

- Fr. Stanley Drewniak, an extern now serving in Joliet, was at St. Camillus from September 10, 1997 until July 31, 1999.
- Fr. Raymond Jasinski was at St. Camillus from September 15, 1989 until September 1, 1990.

I obtained this information from our placement office and left it as a voice mail message for Cynthia Giacchetti.

SUMMARY TIME LINE OF ALLEGATION

| | ACCUSED | ACCUSER |
|--------------------------------|---|----------------|
| Name: | Rev. Norman Czajka | ██████████ |
| Address: | Resurrection Life Center Chicago, IL | ██████████ |
| Date of Birth: | ██████████ | ██████████ |
| Current age: | 71 | 25 |
| Name of civil attorney: | Cynthia Giacchetti | ██████████ |

Date of Ordination [of accused]: 5/1/61

Location: Mundelein

Age at ordination: 25

Assignment location of accused: N/A

Status of accused: Retired/Withdrawn

Name of canonical advocate: Rev. Msgr. Frederick C. Easton

Date allegation received: 5/13/05

Date allegation formalized: 5/24/05

Date of initial incident of alleged abuse: 1992

Date of last incident of alleged abuse: 1995

Approximate number of incidents of alleged abuse: several

Brief summary of alleged abuse: fondling over and under clothing; mutual masturbation

Brief summary and date of response from accused: 7/27/05; Fr. Czajka did not respond as he was instructed by his civil attorney due to the fact that she could not be present on 7/27/05

Stage of disposition by Review Board: concluded April 2006, reasonable cause to suspect that the alleged misconduct occurred

Additional allegations made by accuser: None

Signature of Director:



Date:

4/20/07

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 23, 2007

Sr. Barbara Forrester
Resurrection Life Center
7370 W. Talcott
Chicago, Illinois 60631

Dear Sr. Barbara,

Enclosed with this letter is a copy of the summary of allegations of the sexual abuse of minors against Rev. Norman M. Czajka 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. Czajka 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. Czajka today to review with him his updated Individual Specific Protocol [ISP]. Once I have a signed copy of Fr. Czajka's updated ISP, I will forward a copy to you for your information and records.

Sr. Barbara, I want to thank you again for your continued assistance with the matter of Fr. Czajka's relation to this office. As always if you have any questions or concerns, 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 012228

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

Office for Child Abuse Investigations and Review

Review Board

Saturday, November 17, 2007 9:00 am to 1:00 pm

MINUTES

Review Board Members Present:

[REDACTED]

Review Board Members Present Via Phone:

[REDACTED]

Review Board Members Not Present:

[REDACTED]

Non-members Present:

Leah McCluskey, Director, Office for Child Abuse Investigations and Review
Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

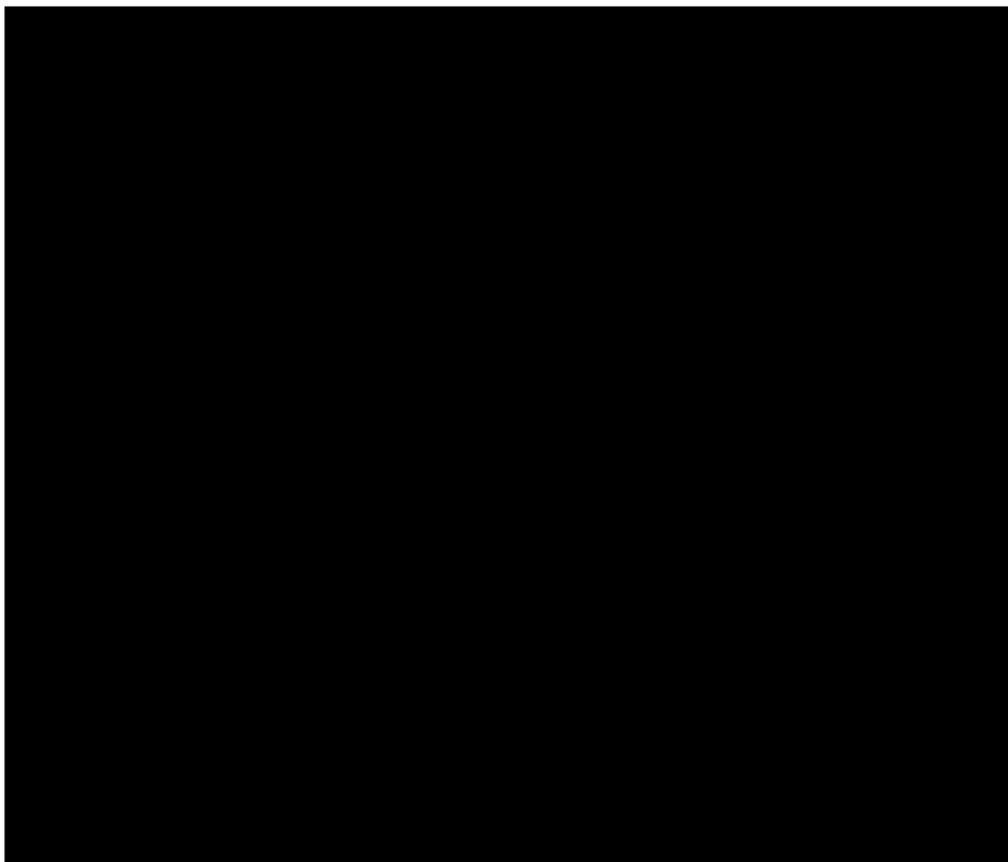
A handwritten signature in black ink, appearing to be 'L.M.' or similar initials.

-
- I. Approval of Minutes – October 20, 2007 and October 29, 2007**
- Typos and changes made to the October 20, 2007 minutes; changes will be made and distributed for Board members to review at the next scheduled Review Board meeting
 - October 29, 2007 minutes approved

II. Case Reviews
Initial Review

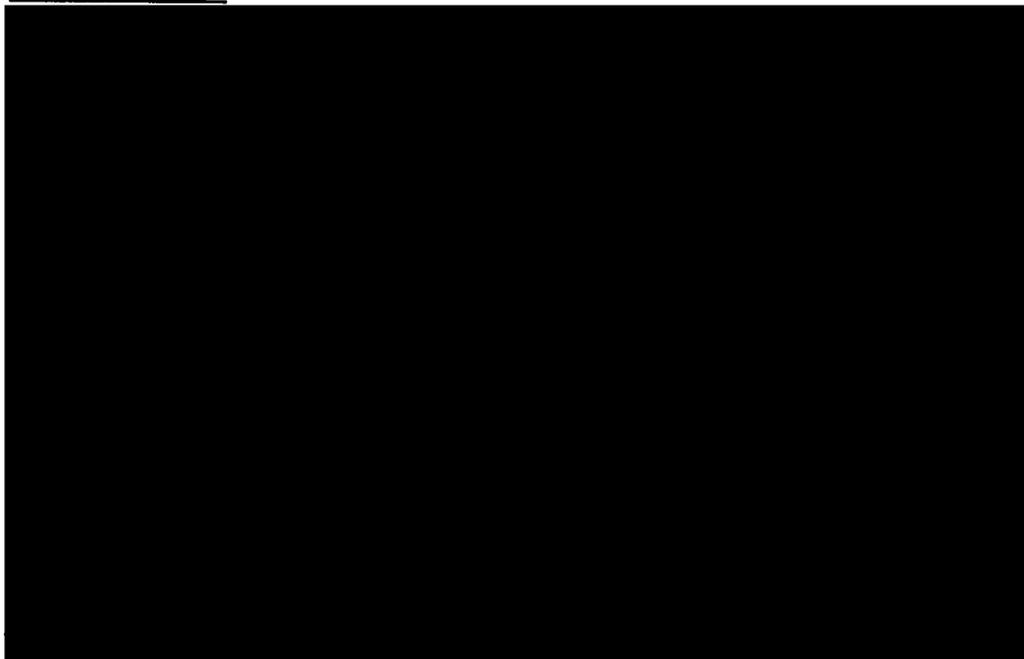
A. [REDACTED]

B.



Review for Cause

C.



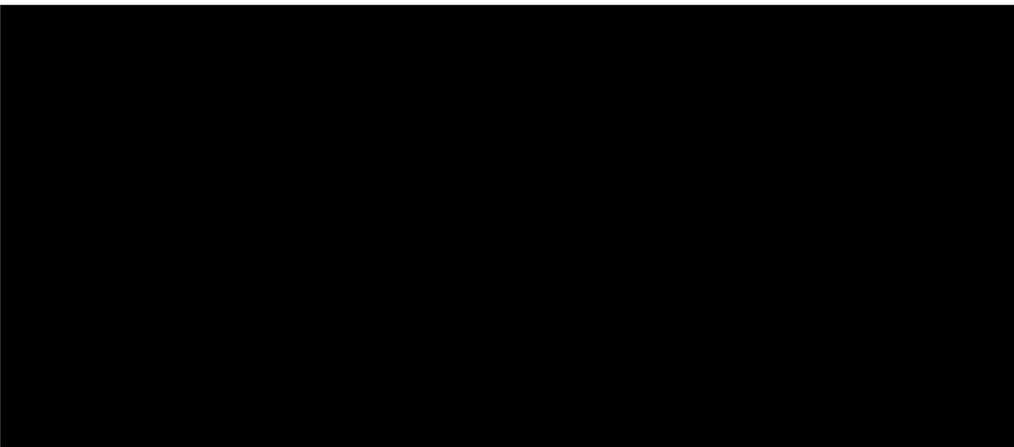
III. Request for Supplementary Review

D.

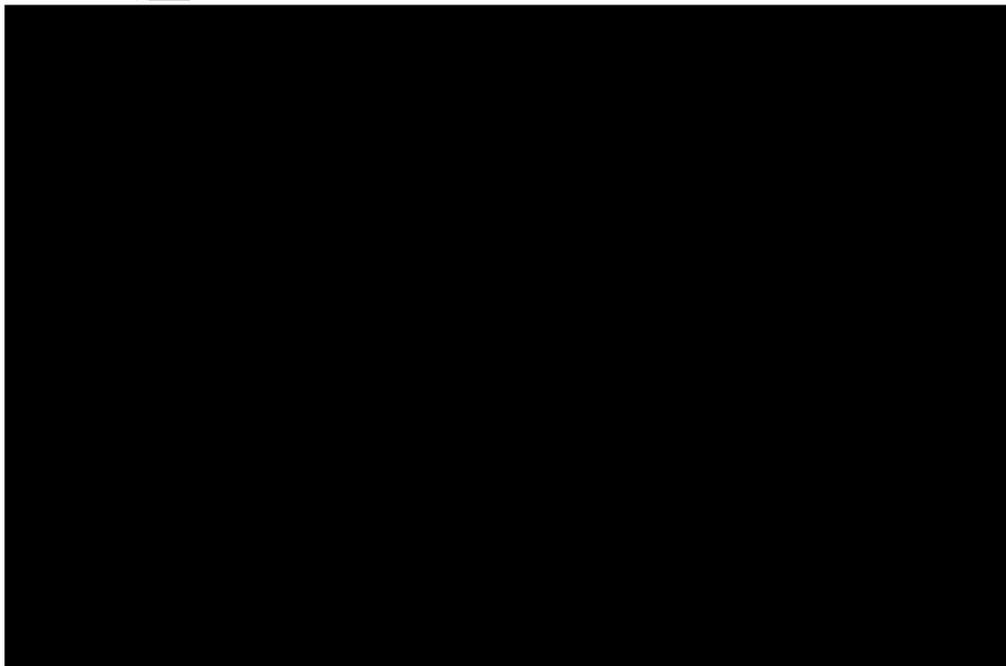


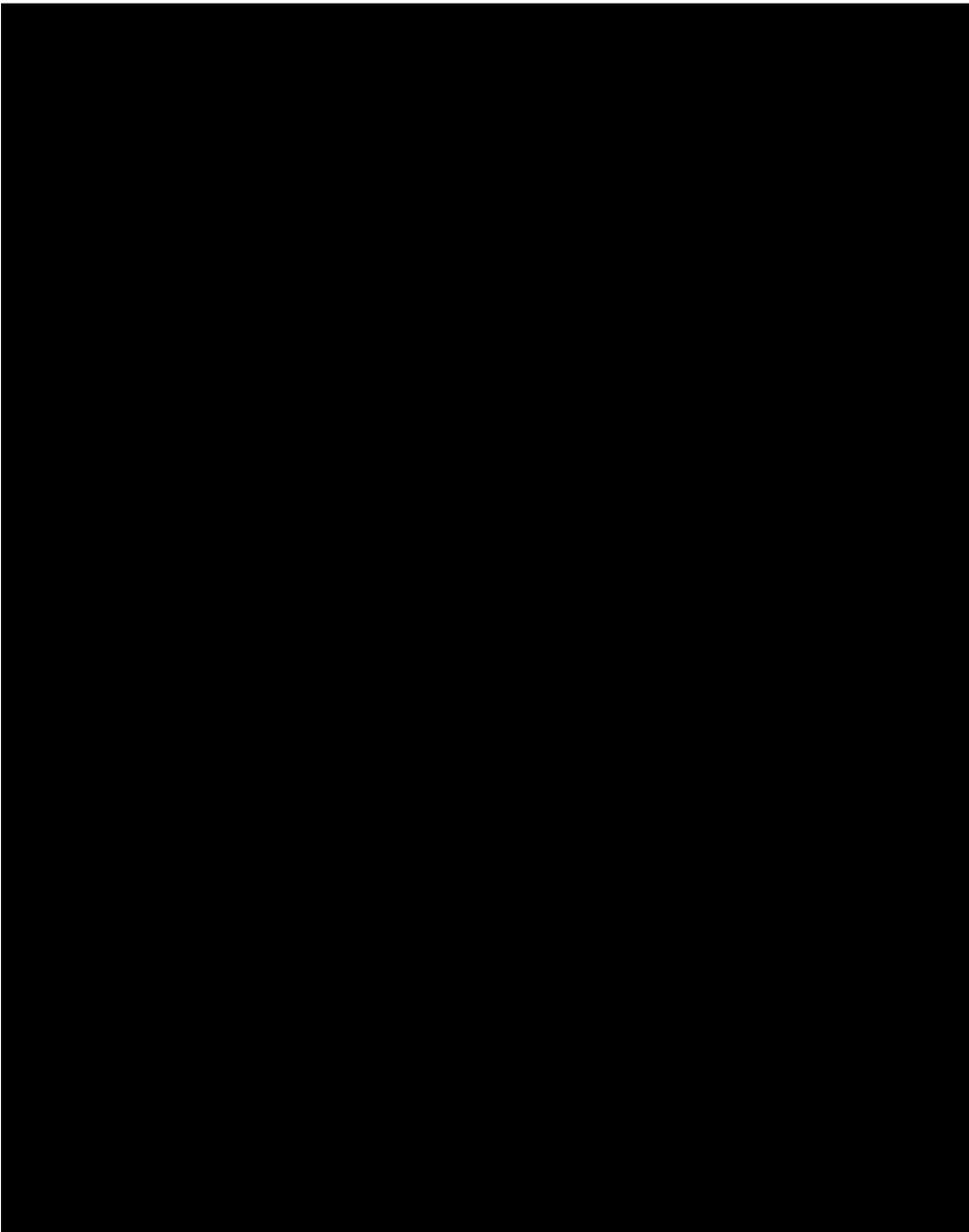
IV. Supplementary Review

E.



V. Other Matters





Daily Logs

- Ms. McCluskey spoke to the Review Board about those priests withdrawn from ministry who reside in nursing home care [Rev. R. Peter Bowman, Rev. Norman Czajka, Rev. Anthony Vader] and their inability to write in order to complete the “Clergy Daily Log” forms; it was agreed that Ms. McCluskey inform these men that they only have to complete a “Clergy Daily Log” form to be returned to her when they leave their respective buildings [residences]



- The Board suggested that on a case by case basis, [REDACTED] statuses of Fr. Bowman, Fr. Czajka, Fr. Hefferan, and Fr. Vader be obtained from their respective medical professionals; in addition, it was requested that a quarterly report is obtained from the on-site supervisors of Frs. Bowman, Czajka, Hefferan, and Vader concerning each cleric's ability/inability to fill out the "Clergy Daily Logs" and/or his ability/inability to leave the facility

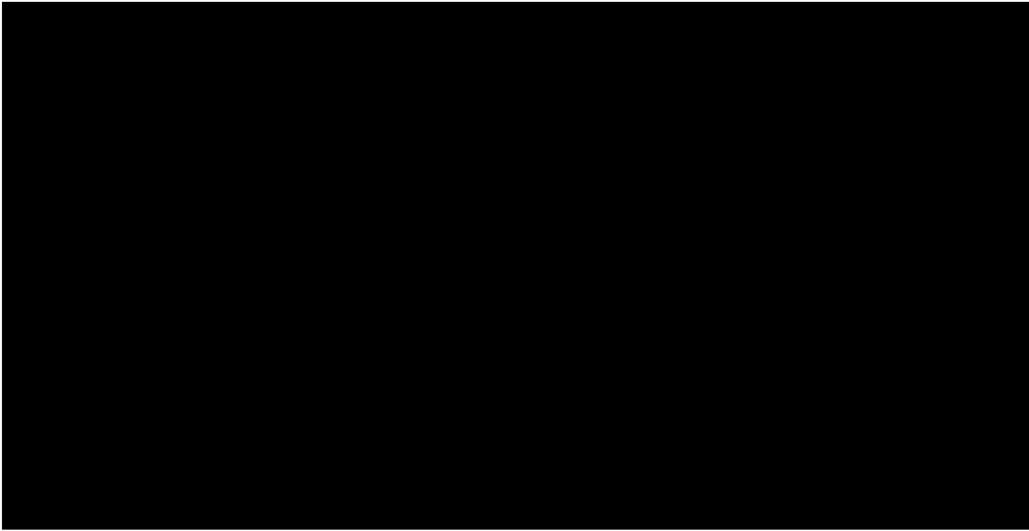
Update from 10/20/07 Review Board Meeting

- [REDACTED]
- [REDACTED]
- [REDACTED]

VI. Review Board Concerns or Not

[REDACTED]

[REDACTED]



Next scheduled meeting is Saturday, December 8, 2007 at 9:00 a.m.

ARCHDIOCESE OF CHICAGO

COPY

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

January 4, 2008

D

Rev. Norman Czajka
Resurrection Life Center
7370 W. Talcott
Chicago, Illinois 60631

Dear Fr. Czajka,

Greetings and Happy New Year. I hope that you enjoyed a peaceful and blessed Christmas.

I am writing in regards to the "Clergy Daily Log" and the "Travel/Vacation Notification" forms that you have been asked to complete on a regular basis. After meeting with the independent Review Board on November 17, 2007, it was determined that you only need to complete a "Clergy Daily Log" when you leave the premises of Resurrection Life Center. Therefore, these logs no longer need to be completed on a daily basis, only when you leave the building. The "Travel/Vacation Agreement" still needs to be completed as instructed, that is three weeks prior to a scheduled departure.

If you have any questions, please feel free to contact me directly at [312] 751-5205.

Sincerely,

A handwritten signature in cursive script that reads "Leah McCluskey".

Leah McCluskey
Director, Office for Child Abuse Investigations and Review

Cc Msgr. Frederick Easton, canonical advocate
Sr. Barbara Forrester, Resurrection Life Center
Rev. Edward Grace, Vicar for Priests

AOC 012235

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 Norman Czajka
Resurrection Life Center
7370 West Talcott
Chicago, IL 60631

Dear Father Czajka,

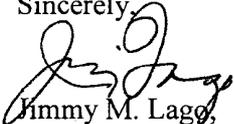
This letter is to update you on actions we are taking to upgrade our monitoring and supervision program. For the past year, we have been reviewing the recommendations from the consultants we hired in 2006 as well as the Ad Hoc Committee who worked with us this past year to redesign our programs for oversight 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 012236

INDIVIDUAL SPECIFIC PROTOCOLS: NORMAN CZAJKA

These individual specific protocols were designed for Norman Czajka

Implementation Date

March 2010

DOB: [REDACTED]

Ordained: May 1, 1961

HISTORY OF ASSIGNMENTS:

July 5, 1961- May 1966: St. John of God- Asst.

May 1966- January 1, 1979: St. Casimir- Asst.

January 1, 1979- July 15, 1985: St. Casimir-Pastor

July 15, 1985- June 10, 1986: St. Mary of Czestochowa: Associate

June 10, 1986- March 8, 2000: St. Camillus

- Associate (June 10, 1986- March 24, 1988)
- Chicago Parochial Administrator (March 24, - August 4, 1988)
- Pastor (August 4, 1988- December 20, 1994)
- 2nd term (December 20, 1994)
- Pastor Emeritus (March 8, 2000)

HISTORY OF ABUSE ALLEGATIONS AND PROBLEM BEHAVIORS:

Victim came forward in 2005. Victim stated that he attended St. Camillus School for elementary school. He graduated from the eighth grade in 1995. The victim stated that he met Norman Czajka when he was in the first grade training to be an alter boy. He stated that at first Norman Czajka would "touch my ass" in the hallway of the church. This happened a few times. The victim stated that the sexually abusive touch took place during Mass times when he would be cleaning up the church and getting ready for Mass. The victim stated that the first incident of sexual abuse occurred when he was in the fifth grade when he was serving Mass on Sunday. He stated that [REDACTED] Norman Czajka cornered him and put his hand down his pants and fondled his genitals. The victim reports that the second incident occurred in the alter boy room. Norman Czajka corned him against stacked boxes in the room and initiated mutual masturbation, underneath his clothing. The third and last incident reported by the victim took place while the victim was getting ready for Mass. The victim reported that Norman

Individual Specific Protocols

Czajka ██████████ closed the door. He reports that Norman Czajka instructed him to fondle him and the cleric fondles him as well. He recalled that Norman Czajka's pants were down during the incident. He was able to squirm away and run out of the altar boy room. ██████████
██████████

Norman Czajka denied this allegation stating that he did not socialize with children and had no opportunity to sexually abuse an altar server. This allegation was presented to the review board and substantiated in 2006.

CANONICAL STATUS:

July 20, 2006 Cardinal George submitted a letter to Cardinal Levada requesting permission to "issue a penal decree permanently enjoining Norman Czajka from exercising any public ministry and limit his concelebration to the nursing home where he lives, lest his presence in the sanctuary become a source of scandal to the faithful and cause further damage to the Church in the United States".

CURRENT LIVING ARRANGEMENT AND INVOLVEMENT WITH MINORS.

Norman Czajka is currently living at the Resurrection Life Center. While this is a facility that does not allow minors to be in residence or working at the facility, visits by minors to residents are common. Minors visit individual residents and various children and youth groups visit the facility on a regular basis. Norman Czajka reports that he is involved with his family members, several of who have minor children. He normally visits with them in their homes.

CURRENT CHEMICAL USE.

Although Norman Czajka initially reported that he does not drink alcohol anymore, he later reported that he normally has a scotch and a beer when he drinks. He reported drinking "Rob Roy" Scotch at the residence during the cocktail hour each evening and also when he is with his priest friends at their homes and when they are out of town or out to dinner. He reported that his sister, ██████████ thinks he's an alcoholic and does not let him drink at her house, but he disagrees with her and reports "there has never been an incident when I had too much to drink". Norman Czajka also reported that ██████████ had persuaded their brother, ██████████ that he was an alcoholic and that now ██████████ also does not allow him to drink in his presence. When asked how his alcohol use differs from when ██████████ he reported that his current use is about the same as it was then.

Norman Czajka reported that he is currently taking multiple medications and that it "was just understood" that he shouldn't have alcohol with them. His doctor, ██████████ is affiliated with the residence and may be aware that he is drinking scotch daily and also routinely smoking cigars.

Individual Specific Protocols

RISK MANAGEMENT STRATEGIES

STATEMENT OF THE PROBLEM: SEXUAL OFFENSES AGAINST MINORS

| RISK REDUCTION STRATEGY | METHOD OF VERIFICATION | COMMENTS |
|--|--|----------|
| With a prudent companion, Norman Czajka is permitted to spend time his own family members who have minor children. He is prohibited at all times from being alone with anyone under the age of 21. No staff member under the age of 21 should be assigned to work directly with Norman Czajka. | <i>Oversight and verification by Site Supervisor, Compliance Supervisor and Prudent Companions.</i> | |
| Prudent Companions must agree to not make alcohol available to Norman Czajka and inform Compliance Supervisor if he consumes alcohol. | Verification by Compliance Supervisor. | |
| Norman Czajka is prohibited from exercising priestly ministry in all forms, including, but not limited to public celebration of mass, hearing confession, wearing the Roman Collar or other symbols of ministry, wearing clerical garb (or any garb that denotes priesthood or ministry) and being introduced as "Father." | <i>Oversight and verification by Compliance Supervisor.</i> | |
| Norman Czajka is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by laypersons. | <i>Verification with support network. Unannounced verification of daily logs.</i> | |
| Norman Czajka is prohibited from engaging in liturgy or any other aspect of parish community at any Roman Catholic Parish in the Archdiocese of Chicago. | <i>Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.</i> | |
| Norman Czajka is prohibited from viewing, downloading or otherwise possessing pornography or sexually explicit materials of any kind. | <i>Verification by Archdiocesan or contracted Information Technology Personnel and Compliance Supervisor.</i> | |
| Norman Czajka is prohibited from visits to Roman Catholic parishes in which he served in ministry. He may choose visit another parish with a prudent companion. If he visits | <i>Verification by Compliance Supervisor and Community</i> | |

Individual Specific Protocols

| | | |
|--|-------------------------|--|
| another parish, involvement is to be limited to attending mass. Norman Czajka is required to avoid contact with children and youth while attending mass. | <i>Support Network.</i> | |
|--|-------------------------|--|

STATEMENT OF THE PROBLEM: HISTORY OF ALCOHOLISM

| RISK REDUCTION STRATEGY | METHOD OF VERIFICATION | COMMENTS |
|---|--|----------|
| Norman Czajka is required to have a full physical examination that includes an assessment of current medications, alcohol use and the mixing of current substances. He is expected to follow the physician's recommendations regarding his use of alcohol and prescription medications. | Oversight and verification by Site Supervisor. Verification by Compliance Supervisor. | |
| Norman Czajka is prohibited from drinking alcohol at the cocktail hour at the Resurrection Life Center. | Verification by Site Supervisor. | |
| Norman Czajka is encouraged to [REDACTED] | Verification by Compliance Supervisor | |
| Nursing care and personal care staff who have who have direct responsibilities and routine contact with Norman Czajka must receive and sign the "Necessary Information" sheet regarding Norman Czajka. | Verification by Compliance Supervisor. | |
| Nursing care and personal care staff who have direct responsibilities and routine contact with Norman Czajka in the residential facility must be informed that he has a history of sexual behavior issues and [REDACTED]. | Verification by Compliance Supervisor. | |

Individual Specific Protocols

CONSIDERATIONS FOR FAILURE OF THE PROTOCOL TO MANAGE RISK

In the event that the protocols for Norman Czajka are not effective in managing his risk, additional actions must be considered. This will be necessary whether or not there is identifiable harm as a consequence to the failure to manage risk.

- Change of residence.
- Increase of staff to manage behavior
- Increased education of staff
- Increased monitoring by Archdiocesan staff

SIGNATURES.

Signed: Norman M. Czajka Date: 4-7-10

Printed Name: NORMAN M. CZAJKA

Signature of Vicar for Priest: Rev. John Collins Date: 4/12/10

Signature of Ecclesiastic Notary: Rev. Richard Landis Date: APR 08 2010

Signature of Cardinal: Francis Cardinal Spellman Date: April 7, 2010

Individual Specific Protocols

NECESSARY INFORMATION: NORMAN CZAJKA, RESIDENT

This notice is to inform you that The Resurrection Life Center resident, Norman Czajka, has a history of sexual behavior problems and [REDACTED]. His history includes at least one offense of sexual abuse of a minor. He is not to be in the company of anyone under the age of 21, even briefly. Children and youth must not be permitted to enter his room or to visit with him socially, even in open areas.

Any behavioral problems demonstrated by Norman Czajka must be immediately interrupted and reported to Barbara Forster who will be responsible for addressing Norman Czajka's ongoing needs.

Further, it is essential for all staff that works with Norman Czajka to adhere strictly to these protocols and also to remain vigilant with respect to their own personal safety. It is the responsibility of the staff member to alert Barbara Forster to any situation or condition that causes the individual discomfort or concern.

I have read the "Necessary Information" regarding Norman Czajka and I agree to adhere to the protocols. In addition, I agree to use care and professionalism with my own personal safety and to report any problems or unusual behavior of Norman Czajka to Shawnte Jenkins, Archdiocesan Compliance Supervisor, within 48 hours.

Staff Signature

Date

Individual Specific Protocols

COMMUNITY SUPPORT NETWORK FOR NORMAN CZAJKA

| Name | Relationship | Contact information |
|-------------------|--------------|---------------------|
| [REDACTED] | Sister | |
| [REDACTED] | Brother | |
| Fr. Jerry Scalcon | Friend | |
| Fr. Dressler | Friend | |
| Fr. Flavin | Friend | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

Individual Specific Protocols

COMMITMENT TO PARTICIPATE IN COMMUNITY SUPPORT

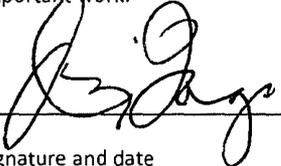
The Roman Catholic Archdiocese of Chicago has initiated a program of support and accountability for the priests of the Archdiocese who have been removed from ministry due to their sexual misconduct with minors. The program is voluntary in that a priest may choose to participate or may choose to leave the priesthood. Norman Czajka has expressed his desire to engage in this program, fully recognizing it will mean a significant increase in accountability and a decrease in his overall levels of privacy. This is seen as a positive sign, as openness to support and intervention by others is one of the essential components for long-term abstinence from sexual offending.

The Archdiocese has asked Norman Czajka to identify the friends and family members who would be willing and able to offer support and accountability to him as he moves through his daily life. You were among those he identified.

If you are willing to accompany Norman Czajka in this way, the following is asked of you:

1. That you review Norman Czajka 's history of allegations and substantiated offenses,
2. That you review his *Individual Specific Protocols*, which tell you what he is permitted to do and what he is not,
3. That you agree to support Norman Czajka through interrupting high-risk behaviors (such as his attempting to be alone with a minor) if they occur and informing his Compliance Supervisor of any other concerns or violations of the protocols,
4. That you agree to on-going, open communication with Norman Czajka 's Compliance Supervisor so that any problems may be identified and addressed before they become serious.
5. That you agree to not provide Norman Czajka with alcohol and inform his Compliance Supervisor if he consumes alcohol.

I am personally grateful to you for considering what can only be considered a ministry to Norman Czajka and for the support you have offered him thus far. If, for any reason, you do not wish to participate in this program, please do not feel an obligation and please do not turn to the pages that follow which contain confidential information. If you would like to move forward with the commitment to participate, please indicate with your signature below. Once you have reviewed all of the information, you will have another opportunity to indicate your willingness to move forward. Thank you once again for considering this important work.



 Signature and date

I have a commitment to support Norman Czajka in his personal program of wellness. I am willing and able to assist him in avoiding situations that could lead to further sexual misconduct and further harm to others, including misinterpretations of his behavior or false allegations of abuse.

 Signature and date

Individual Specific Protocols

INDIVIDUAL SPECIFIC PROTOCOLS: NORMAN CZAJKA

These individual specific protocols were designed for Norman Czajka

Implementation Date

January 2012

DOB: [REDACTED]

Ordained: May 1, 1961

HISTORY OF ASSIGNMENTS:

July 5, 1961- May 1966: St. John of God- Asst.

May 1966- January 1, 1979: St. Casimir- Asst.

January 1, 1979- July 15, 1985: St. Casimir-Pastor

July 15, 1985- June 10, 1986: St. Mary of Czestochowa: Associate

June 10, 1986- March 8, 2000: St. Camillus

- Associate (June 10, 1986- March 24, 1988)
- Chicago Parochial Administrator (March 24, - August 4, 1988)
- Pastor (August 4, 1988- December 20, 1994)
- 2nd term (December 20, 1994)
- Pastor Emeritus (March 8, 2000)

HISTORY OF ABUSE ALLEGATIONS AND PROBLEM BEHAVIORS:

Victim came forward in 2005. Victim stated that he attended St. Camillus School for elementary school. He graduated from the eighth grade in 1995. The victim stated that he met Norman Czajka when he was in the first grade training to be an alter boy. He stated that at first Norman Czajka would "touch my ass" in the hallway of the church. This happened a few times. The victim stated that the sexually abusive touch took place during Mass times when he would be cleaning up the church and getting ready for Mass. The victim stated that the first incident of sexual abuse occurred when he was in the fifth grade when he was serving Mass on Sunday. He stated that [REDACTED] Norman Czajka cornered him and put his hand down his pants and fondled his genitals. The victim reports that the second incident occurred in the alter boy room. Norman Czajka corned him against stacked boxes in the room and initiated mutual masturbation, underneath his clothing. The third and last incident reported by the victim took place while the victim was getting ready for Mass. The victim reported that Norman Czajka [REDACTED] closed the door. He reports that Norman Czajka instructed him to fondle him. He recalled that Norman Czajka's pants were down during the incident. He was able

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to squirm away and run out of the altar boy room. [REDACTED]
[REDACTED]

Norman Czajka denied this allegation stating that he did not socialize with children and had no opportunity to sexually abuse an altar server. This allegation was presented to the review board and substantiated in 2006.

CANONICAL STATUS:

July 20, 2006 Cardinal George submitted a letter to Cardinal Levada requesting permission to "issue a penal decree permanently enjoining Norman Czajka from exercising any public ministry and limit his concelebration to the nursing home where he lives, lest his presence in the sanctuary become a source of scandal to the faithful and cause further damage to the Church in the United States".

CURRENT LIVING ARRANGEMENT AND INVOLVEMENT WITH MINORS.

Norman Czajka is currently living at the Resurrection Life Center. While this is a facility that does not allow minors to be in residence or working at the facility, visits by minors to residents are common. Minors visit individual residents and various children and youth groups visit the facility on a regular basis. Norman Czajka reports that he only leaves the facility when his sister or priest friend picks him up. He [REDACTED] needs a lot of medical care so the facility has requested that a nurse accompany him anytime he leaves the facility.

CURRENT CHEMICAL USE.

Although Norman Czajka initially reported that he does not drink alcohol anymore, he later reported that he normally has a scotch and a beer when he drinks. He reported drinking "Rob Roy" Scotch at the residence during the cocktail hour each evening and also when he is with his priest friends at their homes and when they are out of town or out to dinner. He reported that his sister, [REDACTED] thinks he's an alcoholic and does not let him drink at her house, but he disagrees with her and reports "there has never been an incident when I had too much to drink". Norman Czajka also reported that [REDACTED] had persuaded their brother, [REDACTED] that he was an alcoholic and that now [REDACTED] also does not allow him to drink in his presence. When asked how his alcohol use differs from when [REDACTED], he reported that his current use is about the same as it was then. Compliance Supervisor has informed the facility that Norman Czajka has a history of alcohol abuse.

Norman Czajka reported that he is currently taking multiple medications and that it "was just understood" that he shouldn't have alcohol with them. His doctor, [REDACTED] is affiliated with the residence and may be aware that he is drinking scotch daily and also routinely smoking cigars.

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RISK MANAGEMENT STRATEGIES

STATEMENT OF THE PROBLEM: SEXUAL OFFENSES AGAINST MINORS

| RISK REDUCTION STRATEGY | METHOD OF VERIFICATION | COMMENTS |
|--|--|----------|
| With a prudent companion, Norman Czajka is permitted to spend time his own family members who have minor children. He is prohibited at all times from being alone with anyone under the age of 21. No staff member under the age of 21 should be assigned to work directly with Norman Czajka. | <i>Oversight and verification by Site Supervisor, Compliance Supervisor and Prudent Companions.</i> | |
| Prudent Companions must agree to not make alcohol available to Norman Czajka and inform Compliance Supervisor if he consumes alcohol. | Verification by Compliance Supervisor. | |
| Norman Czajka is prohibited from exercising priestly ministry in all forms, including, but not limited to public celebration of mass, hearing confession, wearing the Roman Collar or other symbols of ministry, wearing clerical garb (or any garb that denotes priesthood or ministry) and being introduced as "Father." | <i>Oversight and verification by Compliance Supervisor.</i> | |
| Norman Czajka is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by laypersons. | <i>Verification with support network. Unannounced verification of daily logs.</i> | |
| Norman Czajka is prohibited from engaging in liturgy or any other aspect of parish community at any Roman Catholic Parish in the Archdiocese of Chicago. | <i>Verification with Community Support Network. Unannounced verification (telephone, visits, GPS) of daily logs.</i> | |
| Norman Czajka is prohibited from viewing, downloading or otherwise possessing pornography or sexually explicit materials of any kind. | <i>Verification by Archdiocesan or contracted Information Technology Personnel and Compliance Supervisor.</i> | |
| Norman Czajka is prohibited from visits to Roman Catholic parishes in which he served in ministry. He may choose visit another parish with a prudent companion. If he visits another parish, involvement is to be limited to attending | <i>Verification by Compliance Supervisor and Community Support Network.</i> | |

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| mass. Norman Czajka is required to avoid contact with children and youth while attending mass. | | |
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STATEMENT OF THE PROBLEM: HISTORY OF ALCOHOLISM

| RISK REDUCTION STRATEGY | METHOD OF VERIFICATION | COMMENTS |
|---|--|----------|
| Norman Czajka is required to have a full physical examination that includes an assessment of current medications, alcohol use and the mixing of current substances. He is expected to follow the physician's recommendations regarding his use of alcohol and prescription medications. | Oversight and verification by Site Supervisor. Verification by Compliance Supervisor. | |
| Norman Czajka is prohibited from drinking alcohol at the cocktail hour at the Resurrection Life Center and when away from the facility. | Verification by Site Supervisor. | |
| Norman Czajka is encouraged to [REDACTED] if physically capable. | Verification by Compliance Supervisor | |
| Nursing care and personal care staff who have who have direct responsibilities and routine contact with Norman Czajka must receive and sign the "Necessary Information" sheet regarding Norman Czajka. | Verification by Compliance Supervisor. | |
| Nursing care and personal care staff who have direct responsibilities and routine contact with Norman Czajka in the residential facility must be informed that he has a history of sexual behavior issues and [REDACTED]. | Verification by Compliance Supervisor. | |

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REPORTING PERIOD: DECEMBER, 2010- JANUARY, 2012

Norman Czajka's health has deteriorated during this period. [REDACTED]

[REDACTED] Resurrection Life Center has recommended that he be accompanied by a nurse whenever leaving the facility. He reports going out to smoke with a staff nurse a few times a week. His sister [REDACTED] and Fr. Scanlon are his support network. Fr. Scanlon reports that he occasionally takes him out and does not need the nurse. He frequently complains to Compliance Supervisor that he is not happy with the care he is receiving at Resurrection Life Center, however Fr. Scanlon states that he feels he is well cared for by the center.

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CONSIDERATIONS FOR FAILURE OF THE PROTOCOL TO MANAGE RISK

In the event that the protocols for Norman Czajka are not effective in managing his risk, additional actions must be considered. This will be necessary whether or not there is identifiable harm as a consequence to the failure to manage risk.

- Change of residence.
- Increase of staff to manage behavior
- Increased education of staff
- Increased monitoring by Archdiocesan staff

SIGNATURES.

Signed: Rev Norman Czajka Date: 3-6-12

Printed Name: REV. NORMAN M. CZAJKA

Signature of Vicar for Priest: Rev John A. Collins Date: 2/08/12

Signature of Ecclesiastic Notary: Rev. J. J. Donovan Date: 2/08/12

Signature of Cardinal: Francis Cardinal Spellman Date: Feb. 3, 2012

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NECESSARY INFORMATION: NORMAN CZAJKA, RESIDENT

This notice is to inform you that The Resurrection Life Center resident, Norman Czajka, has a history of sexual behavior problems and [REDACTED]. His history includes at least one offense of sexual abuse of a minor. He is not to be in the company of anyone under the age of 21, even briefly. Children and youth must not be permitted to enter his room or to visit with him socially, even in open areas.

Any behavioral problems demonstrated by Norman Czajka must be immediately interrupted and reported to Barbara Forster who will be responsible for addressing Norman Czajka's ongoing needs.

Further, it is essential for all staff that works with Norman Czajka to adhere strictly to these protocols and also to remain vigilant with respect to their own personal safety. It is the responsibility of the staff member to alert Barbara Forster to any situation or condition that causes the individual discomfort or concern.

I have read the "Necessary Information" regarding Norman Czajka and I agree to adhere to the protocols. In addition, I agree to use care and professionalism with my own personal safety and to report any problems or unusual behavior of Norman Czajka to Shawnte Jenkins, Archdiocesan Compliance Supervisor, within 48 hours.

Staff Signature

Date

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COMMUNITY SUPPORT NETWORK FOR NORMAN CZAJKA

| Name | Relationship | Contact information |
|-------------------|--------------|---------------------|
| [REDACTED] | Sister | |
| [REDACTED] | Brother | |
| Fr. Jerry Scanlon | Friend | |
| Fr. Dressler | Friend | |
| Fr. Flavin | Friend | |
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Individual Specific Protocols

COMMITMENT TO PARTICIPATE IN COMMUNITY SUPPORT

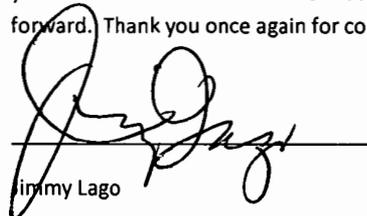
The Roman Catholic Archdiocese of Chicago has initiated a program of support and accountability for the priests of the Archdiocese who have been removed from ministry due to their sexual misconduct with minors. The program is voluntary in that a priest may choose to participate or may choose to leave the priesthood. Norman Czajka has expressed his desire to engage in this program, fully recognizing it will mean a significant increase in accountability and a decrease in his overall levels of privacy. This is seen as a positive sign, as openness to support and intervention by others is one of the essential components for long-term abstinence from sexual offending.

The Archdiocese has asked Norman Czajka to identify the friends and family members who would be willing and able to offer support and accountability to him as he moves through his daily life. You were among those he identified.

If you are willing to accompany Norman Czajka in this way, the following is asked of you:

1. That you review Norman Czajka 's history of allegations and substantiated offenses,
2. That you review his *Individual Specific Protocols*, which tell you what he is permitted to do and what he is not,
3. That you agree to support Norman Czajka through interrupting high-risk behaviors (such as his attempting to be alone with a minor) if they occur and informing his Compliance Supervisor of any other concerns or violations of the protocols,
4. That you agree to on-going, open communication with Norman Czajka 's Compliance Supervisor so that any problems may be identified and addressed before they become serious.
5. That you agree to not provide Norman Czajka with alcohol and inform his Compliance Supervisor if he consumes alcohol.

I am personally grateful to you for considering what can only be considered a ministry to Norman Czajka and for the support you have offered him thus far. If, for any reason, you do not wish to participate in this program, please do not feel an obligation and please do not turn to the pages that follow which contain confidential information. If you would like to move forward with the commitment to participate, please indicate with your signature below. Once you have reviewed all of the information, you will have another opportunity to indicate your willingness to move forward. Thank you once again for considering this important work.



Jimmy Lago

Chancellor

I have a commitment to support Norman Czajka in his personal program of wellness. I am willing and able to assist him in avoiding situations that could lead to further sexual misconduct and further harm to others, including misinterpretations of his behavior or false allegations of abuse.

Signature and date

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From: Karen Gorajski
To: Budzikowski, Kenneth; Canary, John; Collins, John; Lago, Jimmy
CC: Cummings, Miriam Patrick; Flens, Daniel; Kozojed, Diana
Date: 11/19/2012 4:02 PM
Subject: Death of Rev. Norman Czajka

Good afternoon,

This obituary was published in the Chicago Tribune on November 18, 2012.

Father Norman M. Czajka, age 77. Ordained May 1, 1961. Pastor Emeritus of the St. Camillus Church. Loving son of the late [REDACTED] and the late [REDACTED] (nee [REDACTED]) Czajka. Dear brother of [REDACTED] ([REDACTED]), [REDACTED] and the late [REDACTED]. Fond uncle and great uncle of many. Visitation and funeral services for Father Norman were held privately with his family. A Memorial Mass will be offered Sunday, November 25, 2012, 12:30 p.m., at the St. Camillus Church, 55th & Lockwood, Chicago.

Karen

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