

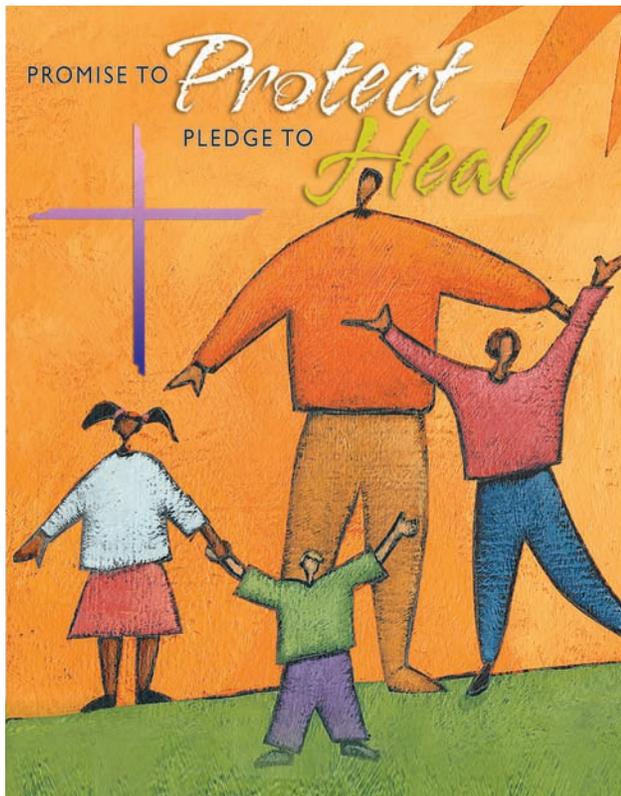
Secretariat of  
Child and  
Youth Protection  
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National  
Review Board  
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United States  
Conference of  
Catholic Bishops

## 2008 Annual Report

*Findings and Recommendations*

**MARCH 2009**

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



SECRETARIAT OF CHILD AND  
YOUTH PROTECTION

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NATIONAL  
REVIEW BOARD

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CONFERENCE OF  
CATHOLIC BISHOPS

## **2008 Annual Report**

*Findings and Recommendations*

MARCH 2009

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

United States Conference of Catholic Bishops

*Washington, D.C.*

The 2008 *Annual Report on the Implementation of the “Charter for the Protection of Children and Young People”* was prepared by the Secretariat of Child and Youth Protection for the National Review Board and the United States Conference of Catholic Bishops (USCCB). It was reviewed by the USCCB President, Cardinal Francis George, and has been authorized for publication by the undersigned.

Msgr. David J. Malloy, STD  
General Secretary, USCCB

The findings and recommendations in this 2008 *Annual Report on the Implementation of the “Charter for the Protection of Children and Young People”* are based on the information provided by the dioceses and eparchies.

First Printing, March 2009

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## Office of the President

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Cardinal Francis George, OMI  
Archbishop of Chicago

# Preface

Cardinal Francis George, OMI  
President, United States Conference of Catholic Bishops

The 2008 Report on the Implementation of the *Charter for the Protection of Children and Young People* details the accomplishments of the dioceses/eparchies and the challenges that remain. This report stands as evidence that the Church takes seriously its role in preventing child sexual abuse and reconciling with past victims.

The year 2008 marks the sixth year the bishops and eparchs have worked to implement the *Charter* in their dioceses/eparchies. In that *Charter*, we promised to protect the children in our care, promote healing and reconciliation with victims/survivors of sexual abuse, guarantee an effective response to allegations of sexual abuse of minors, and ensure accountability of our procedures.

Bishops across the country are reaching out to victims in an effort to heal their suffering and promote reconciliation. While bishops were doing this prior to Pope Benedict XVI's visit to our country, his example of courage, compassion, and kindness served to reinforce our efforts.

This Annual Report details the status of the audits that ensure accountability. The audit process helps us to integrate the safety of our children into the daily life and work of the Church. Progress continues.

The 2007-2008 audits marked the beginning of a new process. The audit year has been standardized from July 1, 2007, through June 30, 2008, to make a better annual assessment of progress and to measure accountability more regularly. In addition, there is also now a combination of full onsite audits and data collection audits. For the most recent audit, for example, one-third of the dioceses and eparchies participated in the onsite audits, and two-thirds participated in data collection audits. The latter required the same level of record keeping as the onsite audits, and the information was reviewed by an auditor. Clearly the bishops and eparchs of the United States remain committed to our pledge of ensuring accountability.

In addition, to protect the faithful, a variety of child abuse prevention activities are being implemented within dioceses/eparchies. It is our hope that, following these tragic events, new ways are being found to improve not only the safety of children in the care of the Church, but also the safety of all children in society.

By our prayers, actions, and dedication to protect children, we are working to make the world safer for all young people. We and the Church are on the right path.



## National Review Board for the Protection of Children and Young People

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March 2009

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

Your Eminence:

As required by Article 10 of the *Charter for the Protection of Children and Young People*, the National Review Board has reviewed the 2008 Annual Report of the Secretariat of Child and Youth Protection and recommends its publication.

Last year I noted that nine dioceses and one eparchy had accepted our invitation to extend audits to selected parishes. This year the number nearly doubled to seventeen dioceses. We continue to believe this experiment has worked well and can provide bishops with important management information as they work to implement the *Charter*.

All non-compliances found by the auditors as of the end of the audit period (June 30, 2008) were corrected by the end of the year, except for the need to complete some additional safe environment training in one diocese. However, and most unfortunately, the number of dioceses and eparchies refusing to be audited increased from five to seven. Your Eminence is already well aware of the position taken on auditing by the Bishop of Lincoln, Nebraska; our concern about that does not need to be reiterated. However, this year the Bishop of Baker in Oregon also declined to be audited because he has declined to have safe environment training for children in the diocese. The Board and the USCCB Committee on the Protection of Children and Young People have spent much effort over the past two years supporting safe environment training by offering professionally developed suggestions for that work. We continue to believe that safe environment training is very important to protecting children. We hope the Conference will encourage open dialogue on any reservations bishops may have about this part of *Charter* implementation.

Since this is my last Annual Report as a member of the National Review Board, allow me to thank you and your predecessor, Bishop William Skylstad, for the privilege of serving. Your candor with the Board and willingness to collaborate with us have notably enhanced the Board's sense of satisfaction in serving and have promoted this model of lay collaboration in the work of the Church.

Very truly yours,

Michael R. Merz  
Chair



## Secretariat of Child and Youth Protection

3211 FOURTH STREET NE • WASHINGTON DC 20017-1194 • 202-541-5413 • FAX 202-541-5410

March 2008

Cardinal Francis George, President  
United States Conference of Catholic Bishops

Judge Michael R. Merz, Chair  
National Review Board for the Protection of Children and Young People

Your Eminence and Chair Merz,

Following is the report on the sixth annual compliance audit, and there is good news.

Yes, good news.

The Catholic Church is taking practical steps to address the crisis to ensure it will never be repeated: steps for which all Catholics can be proud, although that information does not always get out. I want to make sure you, and all those who read this report, hear the good news too.

Clearly, we have faced horrible situations, but I believe that the Catholic Church has turned a corner on addressing sexual abuse of children. Is every diocese doing everything perfectly? No, we are not there yet, though we're far closer than we were last year and the year before that and all previous years. We're moving forward. A more detailed assessment per Article of the overall compliance with the *Charter for the Protection of Children and Young People* can be found in the full report.

What the Catholic Church now does to protect children and reach out to victims can serve as a guide for others here in the United States and in other countries. Child abuse is a worldwide epidemic. The statistics reflect that one in five females and one in six males in the United States are sexually abused before the age of 18. This is a national epidemic that the Catholic Church is doing much to change.

Good news is a hard sell. Trust in the Catholic Church has suffered from the sexual abuse crisis. Restoration of that trust comes slowly. One step toward restoring confidence will be letting people know what the Church has done to keep children safe and reach out to victims.

As the audits progress from year to year, the Church is becoming one of the safest havens in our world for children and young people. The Church also is becoming a resource for people beyond the Catholic Church who seek to confront this societal scourge. The bishops can be proud of what they have accomplished and their ongoing commitment to address this issue. That's progress and that's good news.

Sincerely,

Teresa M. Kettelkamp  
Executive Director



March 1, 2009

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

The Honorable Michael R. Merz, Chair  
National Review Board for the Protection of Children and Young People

Your Eminence and Judge,

The 2008 audit of each participating Diocese and Eparchy (D/E) in the United States to determine their compliance with the *Charter for the Protection of Children and Young People* was again conducted by The Gavin Group, Inc. For various reasons, seven of the Dioceses and Eparchies chose not to participate in the audit process. They were: the Diocese of Baker in Bend, OR; the Diocese of Lincoln in Lincoln, NE; the Eparchy of St. Thomas the Apostle-Chaldeans in Southfield, MI; the Eparchy of St. Peter the Apostle-Chaldeans in El Cajon, CA; the Eparchy of Newton for Melkites in Roslindale, MA; the Eparchy of St. Josephat for Ukrainians in Parma, OH; and the Eparchy of Our Lady of Deliverance-Syriacs in Union City, NJ.

The protocol for the 2008 audit process for the Dioceses and Eparchies was decided by the U.S. Conference of Catholic Bishops (USCCB) and mandated a full on-site audit of one third of all D/Es for the years 2008, 2009, and 2010. The D/Es not receiving a full audit would be required to participate in a data collection audit wherein they would provide specific information to an auditor concerning victims, accused, safe environment training and background inquiries conducted. Eighteen of the sixty-four full audits conducted also included parish audits, which included a visitation to the parish by the auditor.

In order to keep the focus of the audits on the protection of the children, the audit forms utilized were revised for the 2008 audit to increase the ease of execution and to ensure that all that should be done for the safety of the children was being accomplished. In addition, 2008 was the first time that the audit period for all D/Es encompassed the same time period of July 1, 2007, to June 30, 2008. This was an accommodation to the majority of those being audited and enhanced the uniformity of the collection, presentation and evaluation of all information provided.

As had been done on past occasions, eight workshops were conducted in different geographical regions. Each D/E was encouraged to send representatives involved in the execution of the mandates of the *Charter* to a workshop in order to assist them in their

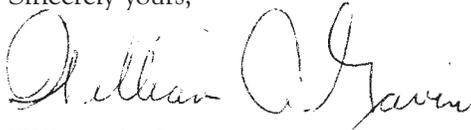
understanding of the manner in which the various documents were to be completed, to answer any questions concerning aspects of the audit and to articulate the expectations of the audit process. A similar training session was conducted for the auditors to guarantee that they also understood that the main purpose for the audits was to measure conformity to the *Charter*, thus protecting the children and responding to those who had been abused.

Four dioceses were found to be non-compliant at the end of the audit period, June 30, 2008, and of those, three attained compliance by December 31, 2008. Management letters which offered guidance for performance improvement or enhancement were provided to 23 of the 188 D/Es that were recipients of data collection audits. Because of the limited information collected from the data collection audits, no assessment regarding compliance was made on the new information received. It was agreed that if the D/E was compliant in 2007 that designation would continue to 2008. Dioceses and Eparchies that were recipients of full audits received compliance assessments based upon the 2008 audit results.

To demonstrate the outstanding manner in which the D/Es have addressed their *Charter* obligations, it is pointed out that this year only four dioceses or 2% of those audited were non-compliant. The lack of non-compliance issues does not tell the full story of the dedication of the Bishops, Eparchs and their staffs. It is the positive, proactive and caring manner in which they have discharged their responsibilities that demonstrates their dedication. During this audit period many more D/Es have established internal controls and protocols that exceed *Charter* mandates and that address the problem of potential child abuse at the parish level. By so doing they have ensured that problems are identified, aggressively addressed and rapidly adjudicated.

Expressing the gratitude of The Gavin Group, Inc., to the U.S. Conference of Catholic Bishops, the Secretariat of Child and Youth Protection and the National Review Board is not a simple formality; rather it is an expression of true appreciation at being given a real and independent role in your vital endeavor to keep our children safe, afford assistance to those who have been victims of abuse and restore the image of the Catholic Church to the position it has genuinely earned. The courage and conviction of the leaders of the Catholic Church has added meaning to our role.

Sincerely yours,

A handwritten signature in black ink, appearing to read "William A. Gavin". The signature is fluid and cursive, with the first name "William" being the most prominent.

William A. Gavin  
President  
The Gavin Group, Inc.



# Center for Applied Research in the Apostolate

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

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March 1, 2009

Cardinal Francis George, OMI, President  
United States Conference of Catholic Bishops

The Honorable Michael R. Merz, Chair  
National Review Board for the Protection of Children and Young People

Dear Cardinal George and Judge Merz,

In November 2004, the United States Conference of Catholic Bishops commissioned the Center for Applied Research in the Apostolate (CARA) at Georgetown University to design and conduct an annual survey of all dioceses and eparchies whose bishops and eparchs are members of the USCCB. The purpose of this survey is to collect information on new allegations of sexual abuse of minors and the clergy against whom these allegations were made. The survey also gathers information on the amount of money dioceses and eparchies have expended as a result of allegations as well as the amount they have paid for child protection efforts. The national level aggregate results from this survey for each calendar year are reported in the *Annual Report of the Implementation of the "Charter for the Protection of Children and Young People."*

The questionnaire for the 2008 *Annual Survey of Allegations and Costs* was designed by CARA in consultation with the Secretariat of Child and Youth Protection and was only slightly different from the versions used for the 2004 through 2007 *Annual Surveys*. As in previous years, CARA prepared an online version of the survey and provided bishops and eparchs with information about the process for completing it for their diocese or eparchy. In collaboration with the Conference of Major Superiors of Men, major superiors of clerical and mixed religious institutes were also invited to complete a similar survey for their congregations, provinces, or monasteries.

Data collection for 2008 took place between December 2008 and February 2009. CARA received responses from 194 of the 195 dioceses and eparchies of the USCCB and 160 of the 219 clerical and mixed religious institutes of CMSM, for response rates of 99 percent and 73 percent, respectively. CARA then prepared the national level summary tables and graphs of the findings for 2008, with comparisons to 2004 through 2007, which are presented in this *Annual Report*.

We are grateful for the cooperation of the bishops, eparchs, and major superiors and their representatives in completing the survey for 2008.

Sincerely,

/Sr. Mary E. Bendyna, RSM  
Executive Director

Phone: 202-687-8080 • Fax: 202-687-8083 • E-mail [CARA@georgetown.edu](mailto:CARA@georgetown.edu)

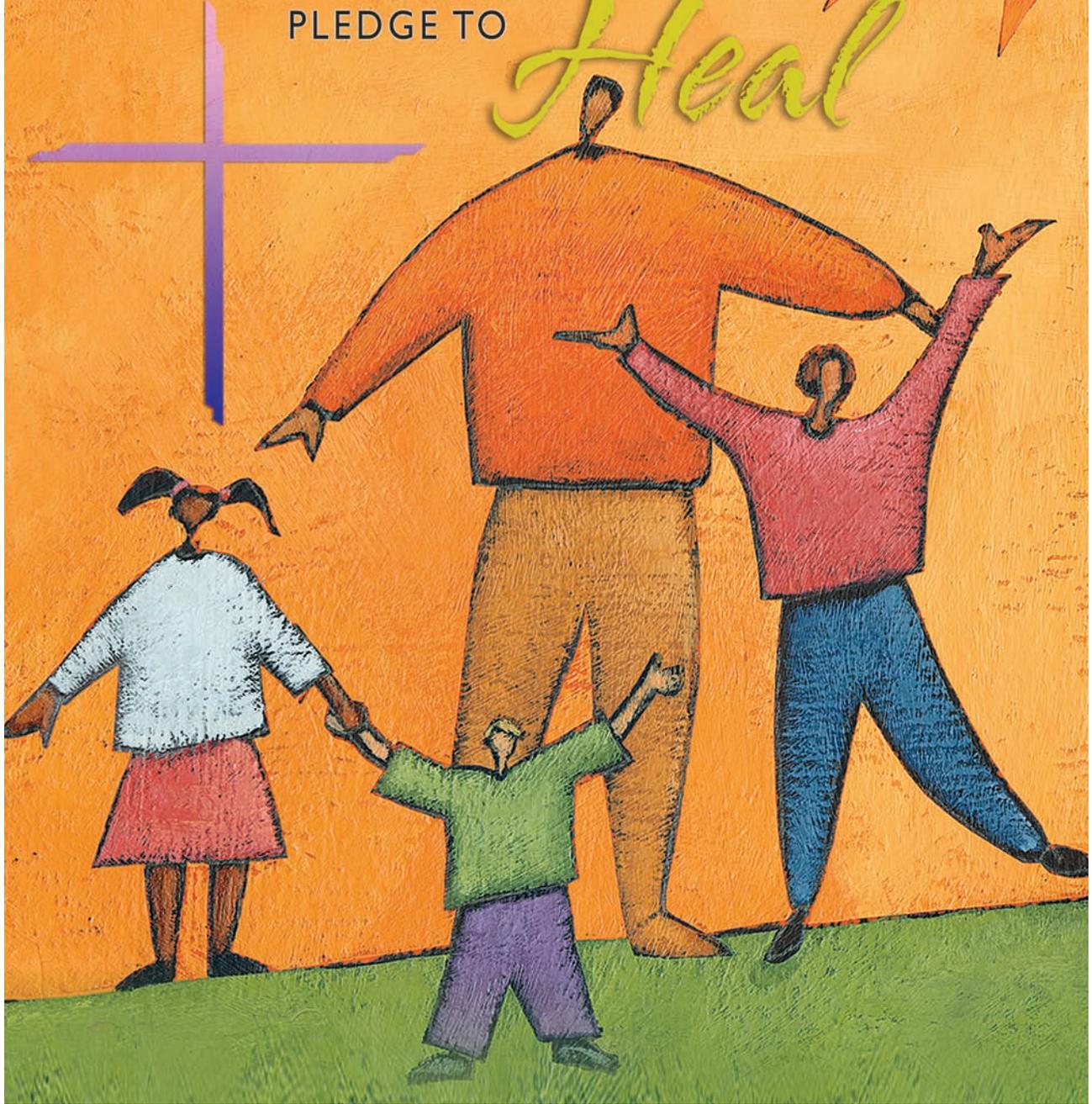
PLACING SOCIAL SCIENCE RESEARCH AT THE SERVICE OF THE CHURCH IN THE UNITED STATES SINCE 1964

PROMISE TO

*Protect*

PLEDGE TO

*Heal*



# Section I

## CHAPTER ONE

# Introduction

This is the sixth Annual Report compiled by the USCCB Secretariat of Child and Youth Protection of the results of audits conducted by The Gavin Group, Inc., to ascertain diocesan/eparchial compliance with the bishops' *Charter for the Protection of Children and Young People*. The 2008 audits began a three-year auditing cycle: each year, one-third of the dioceses/eparchies receive a full on-site audit, and the remaining two-thirds of the dioceses/eparchies participate in a collection, compilation, and review of data. The goal is to have every diocese/eparchy receive at least one full on-site audit every three years. In 2008, 64 dioceses/eparchies participated in full on-site audits, while 124 dioceses/eparchies participated in a data collection audit.

Additionally, the bishops of 17 dioceses consented to have the auditors conduct detailed interviews in parishes to determine the extent of *Charter* understanding and compliance at the parish level. The parishes were selected by agreement between the dioceses and auditors, with consideration being given to parishes from various types of locations (such as urban, suburban, and rural) as well as those with schools and those without. Interviews included the pastor, school principal if applicable, and staff member(s) designated to coordinate the safe environment program training. Most interviews were conducted in person, although some were conducted by telephone. A listing of those dioceses can be found in Chapter 2, "2008 Methodology and Limitations."

For various reasons, seven of the dioceses/eparchies refused to be audited:

- Diocese of Baker
- Diocese of Lincoln
- Eparchy of St. Thomas the Apostle of Detroit for Chaldeans
- Eparchy of St. Peter the Apostle of San Diego for Chaldeans
- Eparchy of Newton for Melkites

- Eparchy of St. Josaphat of Parma for Ukrainians
- Eparchy of Our Lady of Deliverance of Newark for Syrians

Because the *Charter* in Article 9 requires the audits, these two dioceses and five eparchies are not in compliance with the *Charter*.

Four dioceses that did receive audits were found to be non-compliant with the Article sections noted below. All but one diocese were able to remedy the non-compliance prior to the end of 2008. The Diocese of Tulsa continues to work toward full compliance with providing safe environment training to children in accord with Article 12.

Diocese of Lansing	Article 12: volunteers	Remedied 12-1-08
Diocese of Las Cruces	Article 2: review board	Remedied 12-3-08
	Article 12: children, employees, volunteers	Remedied 12-3-08
	Article 13: volunteers and employees	Remedied 12-3-08
Archdiocese of San Francisco	Article 12: children	Remedied 12-19-08
Diocese of Tulsa	Article 12: children	Not yet remedied

The Church has done much to keep children safe. However, we all bear responsibility for ensuring that children are safe and are not harmed—in homes, schools, churches; on playgrounds; at the mall—wherever children are. This is not an area where an adult can say, "It is not my business." Catholics are called to be watchkeepers for the protection of the life, dignity, and safety of little children. And to that end, the responsibility will never cease.

## CHAPTER TWO

# 2008 Methodology and Limitations

### METHODOLOGY

#### Types of Audit

As summarized in the memorandum dated November 30, 2007, from Bishop Gregory M. Aymond, Chair of the Committee on the Protection of Children and Young People of the United States Conference of Catholic Bishops, the USCCB's Administrative Committee approved that the 2008 audits would begin a one-third/two-thirds auditing cycle: each year, one-third of the dioceses/eparchies receive a full on-site audit, and the remaining two-thirds of the dioceses/eparchies participate in a collection, compilation, and review of data. The goal is to have every diocese/eparchy receive at least one full on-site audit every three years.

As in past years, approximately two weeks before the scheduled on-site audit visits, the full set of audit documents were to be submitted by the diocese/eparchy electronically to the auditor(s), who reviewed them for completeness and consistency with prior audit materials. The audit documents for 2008 were as follows:

- Audit Instrument
- Chart A/B (Victim/Accused)
- Chart C/D (Safe Environment Training/Background Evaluations)
- Additional Actions for the Protection of Children Form

Any omissions or inconsistencies identified during that review were brought to the attention of the diocese/eparchy and were resolved by either telephone or e-mail prior to or during the on-site visit. During the on-site audit, the auditors verified with the responsible diocesan/eparchial employee(s) the responses given in telephone or personal interviews and as designated on the Audit Instrument prior to or during the on-site. The auditors reviewed supporting documentation furnished by the diocese/eparchy and conducted in-person and/or telephone interviews with parish priests/personnel to determine the availability and

understanding of relevant process and materials at the parish level.

Those two-thirds that participated in the data collection audits were instructed to submit completed Chart A/B, Chart C/D, and the Additional Actions forms electronically to the auditors. Any omissions or inconsistencies were brought to the attention of the diocese/eparchy by telephone or e-mail. With little opportunity to review supporting documentation, unless it was available on the various Web sites or provided to the auditor via e-mail, facsimile, or regular mail, responses were taken at face value unless clarification was necessary.

For both types of audits, the auditors completed their review and provided their analysis on the documents, which were then electronically submitted to The Gavin Group, Inc., where a second level of review was conducted by the Special Audit Coordinator. The Special Audit Coordinator provided quality control to ensure completeness and uniformity of information requested and consistency in the audit process.

Once the Special Audit Coordinator completed her review, inserted her comments and analysis (which included an initial determination of compliance), and entered data into the administrative spreadsheets, the documents were electronically forwarded to Mr. William A. Gavin, President of the Gavin Group, for his review.

Mr. Gavin reviewed all of the information obtained along the way, inserted his comments into the documents, independently entered data into the additional administrative spreadsheets, confirmed or reversed the initial call of compliance, and forwarded the entire package to the USCCB Secretariat of Child and Youth Protection (SCYP) for its review.

Mr. Gavin and the Special Audit Coordinator periodically compared data collected on the spreadsheets and resolved any differences. At the end of the audit

period, the spreadsheets were forwarded to the SCYP. This lengthy and detailed process gave the SCYP an opportunity to review the entire auditing procedure, including information initially provided by the diocese/eparchy, as well as the clarifications and analyses at all levels of review.

### Parish Participation

The bishops of 17 archdioceses and dioceses agreed to have the Gavin Group auditors conduct detailed interviews in parishes to determine the extent of *Charter* understanding and compliance at the parish level. The parishes were selected by agreement between diocesan officials and auditors with consideration being given to selecting parishes from various types of locations (such as urban, suburban, and rural) as well as those with schools and those without. Interviews included the pastor, school principal if applicable, and staff member(s) designated to coordinate the safe environment program training. Most interviews were conducted in person, although some were conducted by telephone.

Those having parish interviews included the following:

- Diocese of Austin
- Diocese of Baton Rouge
- Archdiocese of Boston
- Archdiocese of Cincinnati
- Archdiocese of Detroit
- Diocese of Fort Worth
- Diocese of Green Bay
- Archdiocese of Hartford
- Diocese of Jefferson City
- Archdiocese of Milwaukee
- Diocese of Pittsburgh
- Diocese of Portland, Maine
- Diocese of Richmond
- Diocese of Rockville Centre
- Diocese of Shreveport
- Diocese of Spokane
- Diocese of Springfield in Illinois

### Workshops

In preparation for the 2008 audits, eight workshops were held across the country from March 2007

through May 2008. All 195 dioceses and eparchies were invited to send representatives to these workshops. These were free to all the participants with the exception of any travel cost. Representatives of 141 dioceses/eparchies attended these workshops, a 72% response rate.

In addition, the *Audit Training Manual* developed in 2006 by the SCYP in conjunction with The Gavin Group, Inc., was updated, distributed to all workshop attendees, and discussed in great detail. The manual included copies of the 2008 audit documents and set out the minimum requirements for each Article. Also included in the 2008 *Manual* were sample forms to be used as guides for completing the audit documents. Copies of the *Manual* were mailed to those who were unable to attend any of the workshops and who requested a copy. The final workshop in Washington, D.C., was videotaped in anticipation of preparing a training DVD to be available for the 2009 and 2010 audits, which will use essentially the same format and documents.

### Format

The 2008 audit documents followed the format of 2007 audit documents, with one significant modification: Charts A (Victims) and B (Accused) were combined into a single document (Chart A/B), as were Charts C (Safe Environment Training) and D (Background Evaluations), in order to more efficiently gather the necessary information.

### Training

As in prior years, The Gavin Group, Inc., utilized men and women experienced in management, investigations, and compliance to conduct these audits. Auditor training was held in Phoenix, Arizona, for one full day in June 2008. Auditors assigned to the 2008 audits had participated in the 2007 audits wherein all dioceses/eparchies had full on-site audits, and all the auditors were in attendance for the full training session. The *Audit Training Manual*, the audit process, and audit documents were discussed in detail, including parameters for what was to be considered compliant and noncompliant for each question. Suggestions for identifying and informally resolving issues were discussed,

as were instructions for handling matters that could not be informally resolved. The Executive Director and Associate Director of the SCYP also participated and provided an overall national perspective of the audit process as well as discussing the concerns of the USCCB Committee on the Protection of Children and Young People regarding consistency in the application of the compliance criteria.

## LIMITATIONS/PROBLEMS ENCOUNTERED

### Completeness/Accuracy

As in past years, in order for the auditors to reach a compliance or non-compliance conclusion, both types of audits relied on the completeness and accuracy of the information provided to the auditors by the diocesan/eparchial personnel. For those audits performed on-site, the auditors did not examine personnel files or other confidential materials.

### Dates of Audit Periods

The 2007 audit cycle brought the statistical data collected during these audits up to date as of June 30, 2007. Thus, in 2008, for the first time since the beginning of the audit process, the audit period was the same for all dioceses/eparchies: July 1, 2007, through June 30, 2008. This 12-month uniform audit period will be used for all audits at least through the end of the current cycle in 2010.

### Definitions

The definitions utilized in 2007 for Articles 12 and 13 were slightly modified in 2008 as follows:

1. The definition for “candidates for ordination” eliminated candidates for the diaconate.
2. The definition of “educators” was modified to allow inclusion of school administrators and principals.
3. The category of “parochial/parish employees” was changed to “parish/school employees” to more accurately define that category.

Because the *Charter* is silent on clear definitions, some dioceses/eparchies grouped persons outside of the specified definitions, which had an impact on the statistical accountings.

### Standard for Compliance on Article 12 (Safe Environment Training)

As in the 2007 audits, dioceses/eparchies were asked if the safe environment program(s) being utilized had been approved by the bishop. This was critical in those instances where no diocesan/eparchial safe environment training was offered for children/youth attending religious education classes but where, rather, the diocese/eparchy relied on the training provided by the public school systems. In a number of instances, dioceses/eparchies were still unable to identify the program(s) used by the public school system(s) and to indicate whether those were approved by the bishop/eparch to satisfy the *Charter* criteria.

Additionally, some dioceses advised that they did not provide safe environment training to the students in the religious education classes because their particular state had mandated safe environment training in all the public schools—only for the auditors to find out that the public schools did not provide any training, because the safe environment training in that state was an unfunded mandate.

### Statistics

The dates of the uniform audit period were designed to give an optimum opportunity to ensure that all persons covered under Articles 12 and 13 (i.e., those whose duties include ongoing, unsupervised contact with minors) have been trained and background evaluations completed. While the dioceses/eparchies were instructed to identify a “snapshot in time” (June 30, 2008) and to use the statistics available on that date for Chart C/D, there was still significant confusion. Because of the different ways dioceses/eparchies track their numbers, particularly those of children/youth, these numbers remain, at best, estimates.

**Timeliness**

The two-thirds of the dioceses/eparchies that received data collection audits were instructed to submit the completed audit documents to the auditor by August 31, 2008. However, the majority were late with their submissions. To complicate matters, requests for clarification by the auditors to the dioceses/eparchies often did not receive timely responses and required multiple requests by the auditor. In a few instances, these delays required calls to dioceses/eparchies by The Gavin Group, Inc., personnel before the requested responses were received.

**Workshops**

Those dioceses/eparchies that did not send any representative to the workshops had more difficulty completing the audit documents than those that did have

personnel attend a workshop. Many of those who attended workshops were not the individuals specifically responsible for collecting the information and completing the audit documents. Furthermore, there was a significant turnover in diocesan/eparchial personnel assigned either to implement portions of the *Charter* or to complete the audit documents for submission to The Gavin Group, Inc., which resulted in incomplete and/or incorrectly filled-out forms. To resolve these challenges required additional time and effort on the part of many additional personnel—within the diocese/eparchy and on behalf of the Gavin Group and the SCYP.

## CHAPTER THREE

# Audit Findings

### TO PROMOTE HEALING AND RECONCILIATION WITH VICTIMS/SURVIVORS OF SEXUAL ABUSE OF MINORS

ARTICLE I. Dioceses/eparchies are to reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well-being. The first obligation of the Church with regard to the victims is for healing and reconciliation. Each diocese/eparchy is to continue its outreach to every person who has been the victim of sexual abuse\* as a minor by anyone in church service, whether the abuse was recent or occurred many years in the past. This outreach may include provision of counseling, spiritual assistance, support groups, and other social services agreed upon by the victim and the diocese/eparchy.

Through pastoral outreach to victims and their families, the diocesan/eparchial bishop or his representative is to offer to meet with them, to listen with patience and compassion to their experiences and concerns, and to share the “profound sense of solidarity and concern” expressed by His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers (April 23, 2002).

\* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of recognized experts should be appropriately obtained (*Canonical*

*Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

All dioceses/eparchies that participated in the 2008 on-site compliance audits were in compliance with Article 1.

Article 1 of the *Charter for the Protection of Children and Young People* requires dioceses/eparchies to reach out to victims/survivors and their families in an effort to offer healing and reconciliation. This expectation applies to recent as well as past cases. In addition to the offer of outreach, the bishop/eparch or his representative is directed to offer to meet with victims and their families.

All dioceses/eparchies that were audited advised that they provide outreach to victims/survivors and their families. Pope Benedict XVI provided an exemplary model of outreach comprising compassion and understanding during his visit to the United States in 2008.

The process and range of outreach provided by the dioceses/eparchies is as varied as the locations themselves and includes psychological, emotional, spiritual, and practical help of many kinds. Those initiatives include psychological, spiritual, and financial assistance and are meant to help further the healing of the victim/survivor and his/her reconciliation with the Church.

The wording of the *Charter* itself is very clear about the importance the bishops place on their responsibility to help victims/survivors finding healing and reconciliation: “The first obligation of the Church with regard to the victims is for healing and reconciliation.” Many victims/survivors report the outreach is automatic, sincere, and comprehensive; but there are still a few complaints that staffs within the dioceses are not as responsive or kind as the victim would have hoped. Also, even though the *Charter* states that an

offer to meet with the victims and their families is to be made by the diocesan/eparchial bishop or his representative, the victims really want to meet with the bishop himself and not his representative. Victims are disappointed when the bishop delegates the meeting to someone else.

Psychological assistance is usually provided in the form of therapeutic sessions for the individual and family members in need. Spiritual assistance is provided in many forms such as healing masses, retreats, prayer gardens, and ongoing support groups for both victims and affected family members. Financial assistance ranges from paying past medical bills to helping the victim overcome current financial difficulties. Again, the outreach is as varied as the locations, which shows the wide range of pathways to healing for people.

Sexual abuse remains a pervasive problem in society. Sexual abusers of children are found in every profession. Because numerous sexual abuse victims are members of the faithful and are in need of healing and compassion, many dioceses/eparchies have included all victims of sexual abuse or childhood trauma in their outreach and healing programs.

Dioceses/eparchies continue to cooperate with each other in providing assistance and outreach to victims/survivors. Because victims and abusers may have moved since the abuse occurred, it is not always clear which diocese is responsible for outreach. Diocesan boundaries have also changed in the last 50-60 years. These and a number of other factors make it necessary for the dioceses/eparchies and their respective victim assistance coordinators (VAC) to work together for the best interests of the healing and reconciliation for the victim/survivor. Numerous examples in which a diocese provided assistance to victims of other dioceses are noted, though there have been a few reported instances wherein the responsiveness of one diocese to another is limited, causing frustration. Assistance that one diocese provides to another takes the form of handling complaints, providing services, and checking in on the victim periodically, as well as arranging local therapeutic counseling.

The scope and duration of the assistance/outreach provided to the victim/survivor remains an issue,

especially once a financial settlement has been reached. This is an area where expertise is frequently sought often from the members of the diocesan review board.

While most survivors who were interviewed reported prompt attention, other survivors reported having to make several phone calls before being heard by the appropriate person. When a victim finally finds the courage to reach out to the diocese/eparchy, it is vital that the opportunity for healing begin positively. Dioceses/eparchies should continue to improve the response to victims of clergy sexual abuse. It should not be difficult or challenging for any victim to connect with the diocesan/eparchial VAC. This will be addressed further in Article 2 in this chapter.

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**ARTICLE 2.** Dioceses/eparchies are to have policies and procedures in place to respond promptly to any allegation where there is reason to believe that sexual abuse of a minor has occurred. Dioceses/eparchies are to have a competent person or persons to coordinate assistance for the immediate pastoral care of persons who report having been sexually abused as minors by clergy or other church personnel. The procedures for those making a complaint are to be readily available in printed form in the principal languages in which the liturgy is celebrated in the diocese/eparchy and be the subject of public announcements at least annually.

Dioceses/eparchies are also to have a review board that functions as a confidential consultative body to the bishop/eparch. The majority of its members are to be lay persons not in the employ of the diocese/eparchy (see Norm 5 in *Essential Norms for Diocesan/eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, 2002). This board is to advise the diocesan/eparchial bishop in his assessment of allegations of sexual abuse of minors and in his determination of a cleric's suitability for ministry. It is regularly to review diocesan/eparchial policies and procedures for dealing with sexual abuse of minors. Also, the board can review these matters both retrospectively and prospectively and give advice on all aspects of responses in connection with these cases.

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**The Diocese of Las Cruces was found to be non-compliant with this Article because the diocesan review board had not been functional for some time.**

**This was immediately corrected when brought to the attention of the bishop. In December 2008, The Gavin Group, Inc., recognized the diocese for the outstanding job that it had done since its September 2008 audit. The Diocese of Las Cruces had reconstituted the diocesan review board and thus become compliant.**

Article 2 requires dioceses/eparchies to have a mechanism in place to promptly respond to allegations of clergy sexual abuse. This includes having a qualified victim assistance coordinator (VAC) in the diocese/eparchy to coordinate assistance for the immediate pastoral care of those persons who have reported being sexually abused as minors by clergy or other church personnel. The procedures for making a complaint are to be readily available to the public. This is to ensure that complaints brought to the attention of the diocese/eparchy are handled appropriately. A quick, heartfelt response on behalf of the dioceses/eparchies is critical to the healing process. Article 2 also requires a diocesan review board be established. Its existence, composition, and role are reviewed during the audit process.

In all dioceses/eparchies receiving an on-site audit, the procedures for making a complaint of sexual abuse against a cleric are being made available to the public. Procedures and policies are posted online in addition to being placed in telephone books and printed on posters, cards, and a variety of other published diocesan materials in an effort to ensure that all in the diocese/eparchy are aware of the diocesan/eparchial procedures and policies. Posted information was verified by auditors.

All dioceses/eparchies having on-site audits have a VAC in place. The audit process included a review of the qualifications of those in such positions. The qualifications and experience of the VACs include psychologists, therapists and other mental health professionals, social workers, teachers, nurses, and child welfare workers.

The *Charter* calls for the contact information for the VAC to be made readily available to the public. This is a crucial step in reaching victims and restoring trust in the Church. Auditors were asked to independently

find the number for the respective diocesan/eparchial VAC and to call the VAC, in order to ascertain how easy it was for the auditor to locate the phone number, as well as how promptly the call was returned.

Overall the return calls to the auditor were very prompt: many within 10-20 minutes. In some cases when problems with the contact information were discovered, changes were made and the problem was resolved by the time the audit process was over.

However, there were cases in which the auditors could not find the number for the diocesan VAC; and/or when they did and called the VAC, the call was not returned promptly. Confusion, too, existed in some dioceses when the auditor, not finding a specific number for the VAC, called the main diocesan number only to be greeted by a confused staff member who did not know what or who the VAC was for the diocese. These issues were all brought to the attention of the specific dioceses and were corrected. Problems such as these will be reviewed again in future years.

When individuals make an allegation of sexual abuse, it is critical that the person to whom they need to speak can be reached quickly. It can take many years for a victim/survivor to get the courage to make the allegation. That courage needs to be acknowledged and honored. Also, while the victim/survivor may be aware that diocesan phone lines cannot be monitored 24 hours a day, a prompt response to a message left by a victim/survivor is essential. Additionally, victims/survivors may be hesitant to leave a name and number; but if they are assured that someone will be available during specific hours, they may feel comfortable calling at a later time.

Abuse victims/survivors need to be reassured that their discussion will be kept in the strictest of confidence, and that the diocese does care about their healing. Thus, for those victims/survivors who call when the VAC is not available, it would be most helpful if the message on the diocesan phone line could clearly identify the office/person as the location where assistance is available, indicate the name of the VAC, and make a short statement advising the victim/survivor that the diocese cares about their healing.

In an effort to help victims/survivors locate a diocesan/eparchial VAC, the USCCB Secretariat of Child and Youth Protection lists on its Web site the names and contact information for each diocesan/eparchial VAC. This information can be found at [www.usccb.org/ocyp/helpandhealing.shtml](http://www.usccb.org/ocyp/helpandhealing.shtml). **The current VAC information from the SCYP site is also provided in Appendix D of this Report.** Those dioceses/eparchies without information listed did not furnish the information to the Secretariat when asked or did not wish it posted.

Diocesan review boards have been established in all dioceses/eparchies that received on-site audits. Their role and the membership are reviewed during the audit process. Diocesan review boards serve as a confidential, consultative body to the bishop, offering their advice on matters of clergy sexual abuse. Diocesan review boards include members from varied backgrounds: mental health and law enforcement professionals, clergy, canon lawyers, social workers, judges, and attorneys. The majority of lay members are not to be, nor were found to be, in the employ of the diocese/eparchy. The review boards of dioceses/eparchies where there are few allegations of abuse meet less frequently than those of dioceses/eparchies that have a greater number of allegations. Boards also frequently review diocesan policies and procedures in both a prospective and retrospective manner.

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**ARTICLE 3.** Dioceses/eparchies are not to enter into settlements which bind the parties to confidentiality unless the victim/survivor requests confidentiality and this request is noted in the text of the agreement.

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**All dioceses/eparchies that participated in the 2008 on-site audit were in compliance with Article 3.**

Article 3 prohibits dioceses/eparchies from entering into confidential agreements with a victim/survivor *unless* the victim/survivor requests confidentiality and this request is *noted* in the text of the agreement. In short, the dioceses/eparchies may enter a confidential agreement *only* if the victim requests it, and a note to that effect must be placed in the agreement. This is to demonstrate the willingness to be open and transparent in matters of clergy sexual abuse.

This is a short but critical Article that speaks to the core of trust that the Church is working hard to restore.

A small number of dioceses/eparchies have entered into such agreements that contain confidentiality clauses at the request of the victim. In a few of those, the diocese has not noted that confidentiality was requested by the victim/survivor; when reminded by the auditor that such a note is required, the respective agreements were corrected. It is usually the amount of the settlement that the victim wishes to remain confidential, not the nature of the abuse.

### **TO GUARANTEE AN EFFECTIVE RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS**

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**ARTICLE 4.** Dioceses/eparchies are to report an allegation of sexual abuse of a person who is a minor to the public authorities. Dioceses/eparchies are to comply with all applicable civil laws with respect to the reporting of allegations of sexual abuse of minors to civil authorities and cooperate in their investigation in accord with the law of the jurisdiction in question.

Dioceses/eparchies are to cooperate with public authorities about reporting cases even when the person is no longer a minor.

In every instance, dioceses/eparchies are to advise victims of their right to make a report to public authorities and support this right.

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**All dioceses/eparchies that participated in the 2008 compliance audits were in compliance with Article 4.**

Article 4 requires that each diocese/eparchy report any allegation of clergy sexual abuse of a person who is a minor to the public authorities, comply with all applicable civil laws, and cooperate with the investigation conducted by civil authorities. It also requires that dioceses/eparchies cooperate with civil authorities even when the person reporting abuse is no longer a minor.

During the 2008 audit period, dioceses/eparchies reported 31 allegations of abuse of minors who were minors at the time of the report.

Below is a reflection of how each respective diocese categorized the status of the allegation involving the sexual abuse of a minor at the time of the audit:

Being prosecuted at time of audit	4
Accused plea pending	1
Credible civil and Church	1
Guilty plea	1
Under investigation	1
Investigation pending	1
Unfounded	16
Not provable civil and Church	1
Civil declined/Church pending	3
Civil unproved/Church pending	1
Civil not proven/Church to Rome	1

The initial investigation of allegations involving the sexual abuse of a minor requires great skill and objectivity. The *Charter* is very clear in stating that *any* allegation of sexual abuse of a person who is a minor *must* be reported to public authorities, with no exceptions.

Due to safe environment training that is increasing people's awareness of grooming behaviors, as well as stricter codes of conduct, people are more cognizant of improper behavior and thus are bringing suspicious behavior to the attention of church personnel. That is good news. But what is difficult now for many dioceses is determining exactly what happened, as well as who should determine the facts of the allegations. Unfortunately, many dioceses are conducting the investigations themselves without also making a report to civil authorities.

Allegations of sexual abuse involving a current minor are the most serious allegations that can exist. Dioceses conducting their own investigation to determine what exactly happened without first contacting law enforcement run the risk of being severely criticized and also of conducting an improper and inadequate investigation: one in which all the facts may not be determined. Diocesan personnel do not have the law enforcement investigative expertise to properly investigate allegations involving the sexual abuse of a minor. These are specialized investigations for two key reasons: (1) it is an investigation involving a juvenile, for which there are separate sets of applicable laws, and (2) investigations of sexual

abuse are specialized investigations requiring a specialized skillset and training. Neither of these is possessed by diocesan personnel. Also, for the sake of objectivity, these investigations need to be forwarded to law enforcement for a proper investigation so that the diocese/eparchy is not perceived as perpetrating some sort of cover-up if there is an "unfounded" finding.

Parishioners are trained to communicate their concerns about inappropriate behavior or activities, and they seem to be doing just that. Not all behavior reported meets the standard of sexual abuse, however. As the 2008 audit information reflects, often the reports pertained to inappropriate activities or boundary violations. Rather than being thought of as nuisances, these reports actually let dioceses/eparchies know that trained adults are more aware of inappropriate behavior and are more willing to report concerns they have. A key element in the scandal was the reluctance of people to come forward with concerns, and their unwillingness to believe that a trusted member of the clergy could be capable of such horrific behavior.

A quick preliminary investigation conducted by diocesan personnel may not be troublesome. But again, technically Article 4 does not mention the diocese's conducting any investigation unless requested to do so by civil authorities. The *Charter* states emphatically that the dioceses/eparchies "are to report an allegation of sexual abuse of a person who is a minor to public authorities." It does not say "after a preliminary investigation." Anything beyond that requires notification to civil authorities to ascertain how to proceed next: whether law enforcement will handle the investigation from that point on, or if diocesan personnel should handle the necessary follow-up. That is the decision of the civil authorities, not the dioceses' decision.

In several areas civil authorities do not want to be notified of all cases of sexual abuse that happened in the past—especially those that occurred years ago, beyond the statutes of limitations. In those situations, dioceses/eparchies have agreed to report cases that fall within the local statute of limitations.

It is recommended that the decision about whether to notify civil authorities in these instances be worked out between the dioceses/eparchies and the civil

authorities beforehand—not when an allegation comes to the attention of the diocese/eparchy. Also, the openness and working relationship between the diocese/eparchy and civil authorities must be such as to afford the diocese/eparchy the ability to contact civil authorities at any time if an allegation were to arise: not just Monday through Friday between 9:00 a.m. and 5:00 p.m. Several dioceses/eparchies also have Memorandums of Understanding with local jurisdictions about when to report cases of sexual abuse to them for both historical cases and those involving individuals who are currently minors.

Lastly, it is not uncommon for victims/survivors not to want to report their allegation to civil authorities; they just want the dioceses/eparchies to be aware of the sexual abuse. All dioceses/eparchies that were audited on-site encourage victims/survivors to report the abuse to the local civil authorities regardless of time limits.

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**ARTICLE 5.** We affirm the words of His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers: “There is no place in the priesthood or religious life for those who would harm the young.”

Sexual abuse of a minor by a cleric is a crime in the universal law of the Church (CIC, c. 1395 §2; CCEO, c. 1453 §1). Because of the seriousness of this matter, jurisdiction has been reserved to the Congregation for the Doctrine of the Faith (*Motu proprio Sacramentorum sanctitatis tutela*, AAS 93, 2001). Sexual abuse of a minor is also a crime in all civil jurisdictions in the United States.

Diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor\*—whenever it occurred—which is admitted or established after an appropriate process in accord with canon law, the offending priest or deacon is to be permanently removed from ministry and, if warranted, dismissed from the clerical state. In keeping with the stated purpose of this *Charter*, an offending priest or deacon is to be offered therapeutic professional assistance both for the purpose of prevention and also for his own healing and well-being. The diocesan/eparchial bishop is to exercise his power of governance, within the parameters of the universal law of the Church, to ensure that any priest or deacon subject to his governance who has committed even one act of sexual abuse of a minor as described below (see note) shall not continue in ministry.

A priest or deacon who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation. He is to be encouraged to retain the assistance of civil and canonical counsel. If the allegation is not proven, every step possible is to be taken to restore his good name, should it have been harmed.

In fulfilling this article, dioceses/eparchies are to follow the requirements of the universal law of the Church and of the *Essential Norms* approved for the United States.

\* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of recognized experts should be appropriately obtained (*Canonical Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

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**All dioceses/eparchies that participated in the 2008 on-site compliance audits were in compliance with Article 5.**

Article 5 affirms the words of Pope John Paul II, who stated, “There is no place in the priesthood or religious life for those who would harm the young.” It requires all dioceses/eparchies to follow the *Essential Norms* when dealing with the delict of sexual abuse of a minor by a cleric. The *Norms* state that when an allegation of sexual abuse of a minor by a priest or deacon is received, a preliminary investigation in accordance with canon law will be initiated and conducted promptly and objectively.

The audit process focuses on whether the diocese/eparchy has a policy for dealing with accused clergy [priests and deacons] that includes the following:

- Removal from ministry
- Offers of therapeutic assistance
- Encouragement to retain civil and canonical counsel
- Restoration of the good name of the accused if the allegation is not proven

In all dioceses/eparchies receiving on-site audits, the auditors verified that the above tenets are included in a written diocesan/eparchial policy or that, based upon the past actions by diocesan/eparchial personnel, the respective tenets have been the policy of the diocese/eparchy.

As a rule, clergy are often removed from ministry while the preliminary investigation takes place. Some dioceses/eparchies place accused clergy on administrative leave or restricted ministry until the investigation is complete. Others permit the clergy to remain in active ministry while the investigation is underway. Many dioceses/eparchies have outside personnel conducting the preliminary investigation; most are current or former law enforcement professionals.

On-site auditors examine the allegations, keeping in mind the need for confidentiality and privacy as well as civil and canon law requirements. During the 2008 audit period, 971 victims made allegations of clergy abuse: 940 adults reported past abuse, and 31 minors reported recent abuse. Those allegations identified 718 clerics: 702 priests and 16 deacons.

The full breakdown is as follows:

Total Number of Accused Priests	702
Total Number of Accused Deacons	16
Number of Diocesan Priests	510
Number of Diocesan Deacons	16
Number of Religious Order Priests	110
Number of Religious Order Deacons	0
Number of Extern Priests	22
Number of “Unknown” Clerics	60
Number of Deceased Clerics	293

Number of Laicized Clerics	64
Number of Clerics Who Had Been Removed or Placed on Restricted Ministry	246
Number of Clerics with Prior Allegations	339
Number of Allegations That Were Unfounded and/or Unable to Be Proven	79

A major challenge that remains is determining the exact nature of what is being reported: is it an allegation of sexual abuse or a report of inappropriate behavior (boundary violations) that does not reach the level of abuse in civil law? For the overall safety of children, it is imperative that all suspicious behaviors be reported to the diocese/eparchy for proper vetting. Dioceses/eparchies continually work to protect the reputation of those involved in false accusations, keeping in mind that the need to protect children must always be the highest priority.

An additional challenge is for the diocese/eparchy to decide whether a report should be made to local civil authorities. It is always better to report the incident and have the civil authorities decide whether a crime has taken place, rather than not report the suspicious behavior and have an innocent child harmed. Again, this is why the relationship between the diocese/eparchy and civil authorities needs to be one of cooperation, so that when questions do arise about whether something should be reported to civil authorities, the diocese/eparchy will be comfortable in reaching out to civil authorities for an opinion.

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**ARTICLE 6. There are to be clear and well-publicized diocesan/eparchial standards of ministerial behavior and appropriate boundaries for clergy and for any other paid personnel and volunteers of the church in positions of trust who have regular contact with children and young people.**

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**All dioceses/eparchies that participated in the 2008 on-site compliance audits were in compliance with Article 6.**

Article 6 requires all dioceses/eparchies to have clear and well-publicized standards for behavior of clergy, church workers, and volunteers who have regular contact with children and young people.

All dioceses/eparchies that were audited on-site have standards of behavior for clergy, church workers, and volunteers who work with children. These standards are distributed throughout the dioceses/eparchies in a variety of ways. They are posted on the diocesan/eparchial Web site, provided in employee manuals, distributed during employee orientations, or disseminated during the diocesan/eparchial safe environment training. Many dioceses/eparchies require clergy, employees, and volunteers to sign a statement saying they have read the standards and agree to abide by them. The standards of ministerial behavior along with the safe environment training and the background evaluations form the cornerstones of a safety hedge of protection around children and young people—critical barriers between the children and those who wish to cause them harm.

The definition of what constitutes “regular contact” remains challenging for dioceses/eparchies to determine. More and more dioceses/eparchies are requiring all clergy, church workers, and volunteers to receive a copy of the standards of ministerial behavior. Doing so alleviates the challenge and possible confusion of determining the meaning and application of “regular contact” and enhances the safe environment of the parish and school.

The more that adults are aware of what is considered appropriate behavior, the more they can act to report “grooming” or other inappropriate behavior to the proper authorities. This increases the chances that offenders will be caught during the grooming process and before a child is harmed.

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**ARTICLE 7.** Dioceses/eparchies are to be open and transparent in communicating with the public about sexual abuse of minors by clergy within the confines of respect for the privacy and the reputation of the individuals involved. This is especially so with regard to informing parish and other church communities directly affected by ministerial misconduct involving minors.

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All dioceses/eparchies that participated in the 2008 on-site compliance audits were in compliance with Article 7.

Article 7 requires dioceses/eparchies to be open and transparent in communicating with the public about sexual abuse of minors by clergy, within the confines of respect for the privacy and the reputation of the individuals involved. This especially applies to informing those parishes and other church communities that are directly affected by ministerial misconduct involving minors.

All dioceses/eparchies that were audited on-site have policies that pledge open and transparent communication. Many of these policies are written and can be found on the diocesan Web site. Several dioceses have taken a proactive approach to this issue and have actively cultivated relationships with the local press and broadcast media. Many dioceses also routinely update parishes on the status of clergy misconduct. Some dioceses even post on their Web site the list of clergy who have been removed from ministry. Open communication is important to providing safe environments for the children and young people of the parish as well as restoring trust in the Church.

Protecting the reputation of the accused during the preliminary investigation remains a challenge. During the investigation, the accused is to enjoy the presumption of innocence; according to the *Essential Norms*, all steps shall be taken to protect his reputation. Balancing the need to protect the accused’s reputation during the investigation and the need to protect children will always be a delicate but critical task.

## **TO ENSURE THE ACCOUNTABILITY OF OUR PROCEDURES**

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

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**ARTICLE 8.** By the authority of the United States Conference of Catholic Bishops, the mandate of the Ad Hoc Committee on Sexual Abuse is renewed, and it is now constituted the Committee for the Protection of Children and Young People. It becomes a standing committee of the Conference. Its membership is to include representation from all the episcopal regions of the country, with new appointments staggered to maintain continuity in the effort to protect children and youth.

The Committee is to advise the USCCB on all matters related to child and youth protection and is to oversee the development of the plans, programs, and budget of the Office of Child and Youth Protection. It is to provide the USCCB with comprehensive planning and recommendations concerning child and youth protection by coordinating the efforts of the Office and the National Review Board.

Membership of the USCCB Committee on the Protection of Children and Young People (CPCYP) between July 1, 2007, and June 30, 2008, included the following bishops, shown with the Region they represented:

Bishop Gregory M. Aymond, Chair  
*Term expired November 2008*

Bishop Blase J. Cupich, Chair-Elect  
*Term began in November 2008/expires November 2011*

Bishop Richard J. Malone (I)  
*Term expired November 2008*

Bishop Robert J. Cunningham (II)  
*Term expires November 2010*

Bishop Joseph R. Cistone (III)  
*Term expires November 2009*

Bishop Mitchell T. Rozanski (IV)  
*Term expires November 2010*

Bishop Ronald W. Gainer (V)  
*Term expires November 2010*

Bishop R. Daniel Conlon (VI)  
*Term expires November 2009*

Bishop George J. Lucas (VII)  
*Term expires November 2010*

Bishop Paul J. Swain (VIII)  
*Term expires November 2009*

Bishop William J. Dendinger (IX)  
*Term expired November 2008*

Bishop Edward J. Slattery (X)  
*Term expired November 2008*

Bishop Gerald E. Wilkerson (XI)  
*Term expires November 2010*

Bishop George L. Thomas (XII)  
*Term expired November 2008*

Bishop David L. Ricken (XIII)  
*Term expired November 2008*

Bishop J. Kevin Boland (XIV)  
*Term expired November 2008*

Bishop William C. Skurla (XV)  
*Term expires November 2009*

In November 2007, the terms of four members expired:

Bishop Howard J. Hubbard (Region II)  
Bishop (now Archbishop) Thomas J. Rodi (Region V)  
Bishop Thomas G. Doran (Region VII)  
Bishop Stephen E. Blaire (Region XI)

Upon the recommendations of their metropolitan archbishops, the following bishops accepted the invitation by Bishop Aymond to participate in the CPCYP:

Bishop Richard J. Malone (I)—accepted a renewal of his term appointment  
*Term expires November 2011*

Bishop Patrick J. Zurek (X)  
*Term expires November 2011*

Bishop Michael O. Jackels (IX)  
*Term expires November 2011*

Bishop Michael W. Warfel (XII)  
*Term expires November 2011*

Bishop Michael J. Sheridan (XIII)  
*Term expires November 2011*

Bishop John G. Noonan (XIV)  
*Term expires November 2011*

The CPCYP was also assisted by the following consultants:

Rev. Msgr. Edward Burns, then-Executive Director, USCCB Secretariat of Clergy, Consecrated Life, and Vocations

Rev. Msgr. Ronny Jenkins, Associate General Secretary, USCCB

Rev. Paul Lininger, OFM Conv, Executive Director, Conference of Major Superiors of Men

Mrs. Helen Osman, Secretary of Communications, USCCB

Mr. Anthony Picarello, General Counsel, USCCB

Very Rev. Thomas Picton, CSsR, President, Conference of Major Superiors of Men

Sr. Mary Ann Walsh, RSM, Director, USCCB Office of Media Relations

The CPCYP meets during the months of March, June, September, and November. At two of those meetings, June and November, the CPCYP also meets jointly with the National Review Board.

In May 2008, the CPCYP organized the 2008 international Anglophone Conference comprising the personnel of the English-speaking Catholic bishops' conferences who deal with the issues of child and youth protection. This year's Conference was held at the USCCB headquarters in Washington, D.C. The purpose of the Anglophone Conference, which is in its tenth year, is to discuss those issues related to clergy sexual abuse within each country's respective bishops' conference. Individuals from eleven countries participated.

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**ARTICLE 9.** The Office for Child and Youth Protection, established by the Conference of Catholic Bishops, is to staff the Committee for the Protection of Children and Young People and be a resource for dioceses/eparchies for the implementation of "safe environment" programs and for suggested training and development of diocesan personnel responsible for child and youth protection programs, taking into account the financial and other resources, as well as the population, area, and demographics of the diocese/eparchy.

The Office is to produce an annual public report on the progress made in implementing and maintaining the standards in this *Charter*. The report is to be based on an annual audit process whose method, scope, and cost are to be approved by the Administrative Committee on the recommendation of the Committee for the Protection of Children and Young People. This public report is to include the names of those dioceses/eparchies which the audit shows are not in compliance with the provisions and expectations of the *Charter*.

As a member of the Conference staff, the Executive Director of the Office is appointed by and reports to the General Secretary. The Executive Director is to provide the Committee for the Protection of Children and Young People and the National Review Board with regular reports of the Office's activities.

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Due to a restructuring at the United States Conference of Catholic Bishops, the Office of Child and Youth Protection is now called the Secretariat of Child and Youth Protection (SCYP). At the beginning of the audit period, July 1, 2007, the now-SCYP consisted of the following four staff members: Executive Director Teresa Kettelkamp, Associate Director Sheila Kelly, Executive Assistant Margaret Sienko, and Staff Assistant Nija Hepburn.

Ms. Hepburn was replaced by Ms. Courtney Kerns, who joined the SCYP in mid-July 2008. Ms. Kelly retired at the beginning of July 2008, with Ms. Mary Jane Doerr joining the Secretariat at the end of June 2008.

The Secretariat provides monthly reports to the members of the CPCYP and the National Review Board (NRB). These reports reflect the administrative efforts of the SCYP within the USCCB, the external support provided by the SCYP to the (arch)dioceses/eparchies on *Charter*-related matters, and the work of the CPCYP and NRB as supported and facilitated by the Secretariat.

Additional information on the Secretariat of Child and Youth Protection can be found online at [www.usccb.org/ocyp/whoweare.shtml](http://www.usccb.org/ocyp/whoweare.shtml).

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**ARTICLE 10.** The whole Church, especially the laity, at both the diocesan and national levels, needs to be engaged in maintaining safe environments in the Church for children and young people.

The Committee for the Protection of Children and Young People is to be assisted by the National Review Board, a consultative body established in 2002 by the USCCB. The Board will review the annual report of the Office of Child and Youth Protection on the implementation of this *Charter* in each diocese/eparchy and any recommendations that emerge from it, and offer its own assessment regarding its approval and publication to the Conference President.

The Board will also advise the Conference President on future members. The Board members are appointed by the Conference President in consultation with the Administrative Committee and are accountable to him and to the USCCB Executive Committee. Before a candidate is contacted, the Conference President is to seek and obtain, in writing, the endorsement of the candidate's diocesan bishop. The Board is to operate in accord with the statutes and bylaws of the USCCB and within procedural guidelines to be developed by the Board in consultation with the Committee for the Protection of Children and Young People and approved by the USCCB Administrative Committee. These guidelines are to set forth such matters as the Board's purpose and responsibility, officers, terms of office, and frequency of reports to the Conference President on its activities.

The Board will offer its advice as it collaborates with the Committee for the Protection of Children and Young People on matters of child and youth protection, specifically on policies and best practices. The Board and Committee for the Protection of Children and Young People will meet jointly several times a year.

The Board will review the work of the Office of Child and Youth Protection and make recommendations to the Director. It will assist the Director in the development of resources for dioceses.

The Board is to oversee the completion of the study of the causes and context of the recent crisis. The Board will offer its assessment of the data gathered and preliminary results to the Committee for the Protection of Children and Young People as the study moves forward.

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The current membership of the National Review Board comprises the following individuals:

Judge Michael R. Merz, Chair

*Term expires June 2009*

Dr. Ana Maria Catanzaro

*Term expires June 2011*

Mr. Thomas DeStefano

*Term expires June 2009*

Dr. Ruben Gallegos

*Term expires June 2011*

Dr. Emmet M. Kenney Jr.

*Term expires June 2010*

Ms. Diane M. Knight

*Term expires June 2011*

Justice Robert Charles Kohm

*Term expires June 2010*

Mr. William McGarry

*Term expires June 2009*

Mr. Al J. Notzon III

*Term expires June 2011*

Dr. Thomas G. Plante

*Term expires June 2011*

Dr. Joseph G. Rhode

*Term expires June 2009*

Judge Geraldine Rivera

*Term expires June 2011*

Dr. Susan Steibe-Pasalich

*Term expires June 2010*

In June 2008, the terms of the following members of the National Review Board expired:

Dr. Patricia O'Donnell Ewers (chair)

Dr. Angelo P. Giardino

Mr. Ralph I. Lancaster

Effective January 4, 2008, Mr. Joseph P. Russoniello, Esq., resigned as a member of the NRB to accept an appointment as U.S. Attorney for Northern California.

Cardinal Francis George, OMI, as President of the USCCB, appointed four persons to join the NRB for three-year terms commencing in June 2008:

Dr. Ana Maria Catanzaro

Dr. Ruben Gallegos

Mr. Al J. Notzon III

Dr. Thomas G. Plante

The National Review Board is structured with three officers and four committees as follows:

Chair—Judge Michael R. Merz

Vice Chair—Mr. Thomas DeStefano

Secretary—Ms. Diane M. Knight

Best Practices Committee—chaired by Mr. Thomas DeStefano and Ms. Diane Knight

Audit Committee—chaired by Mr. William McGarry

Research Committee—chaired by Dr. Susan Steibe-Pasalich

Nominating Committee—chaired by Mr. Thomas DeStefano

The NRB Chair is appointed by the USCCB President from persons nominated by the NRB. In January 2009, Cardinal George named Ms. Diane M. Knight to be Chair for a two-year term to commence in June 2009. The other officers are elected by the Board, and committee chairs are appointed by the Chair.

The Audit Committee continued its work on keeping the audit process updated and effective. The Best Practices Committee continued to offer suggestions to dioceses on how to implement safe environment training for children and also offered resources to Diocesan

Review Boards. The Research Committee maintained regular contact with the John Jay College of Criminal Justice as it studies the causes and context of the sexual abuse scandal. The Nominating Committee presented names for the open seats on the NRB for the 2009 year.

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**ARTICLE 11.** The President of the Conference is to inform the Holy See of this revised *Charter* to indicate the manner in which we, the Catholic bishops, together with the entire Church in the United States, intend to continue our commitment to the protection of children and young people. The President is also to share with the Holy See the annual reports on the implementation of the *Charter*.

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The President of the United States Conference of Catholic Bishops, Cardinal Francis George, OMI, has shared a copy of this Annual Report with the Holy See.

## **TO PROTECT THE FAITHFUL IN THE FUTURE**

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**ARTICLE 12.** Dioceses/eparchies are to maintain “safe environment” programs which the diocesan/eparchial bishop deems to be in accord with Catholic moral principles. They are to be conducted cooperatively with parents, civil authorities, educators, and community organizations to provide education and training for children, youth, parents, ministers, educators, volunteers, and others about ways to make and maintain a safe environment for children and young people. Dioceses/eparchies are to make clear to clergy and all members of the community the standards of conduct for clergy and other persons in positions of trust with regard to children.

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Of the dioceses/eparchies that participated in the 2008 on-site compliance audits, four were found to be non-compliant with the categories of Article 12 noted below at the time of their audit. However, most non-compliance has been remedied as of the end of 2008, as verified by a revisit to the diocese by an auditor.

**Those four (arch)dioceses are as follows:**

Diocese of Lansing	Article 12: volunteers	Remedied 12-1-08
Diocese of Las Cruces	Article 12: children, employees, volunteers	Remedied 12-3-08
Archdiocese of San Francisco	Article 12: children	Remedied 12-19-08
Diocese of Tulsa	Article 12: children	Not yet remedied

The Bishop of Baker in Oregon advised the auditors that he was refusing an audit because, as a matter of policy, no safe environment training for children was being conducted in that Diocese. Article 12 of the *Charter* mandates safe environment training. By refusing to be audited and refusing to conduct safe environment training for children, the Diocese of Baker is non-compliant with both Article 9 and Article 12.

Article 12 requires dioceses/eparchies to provide training to clergy, employees, and volunteers who work with children about how to create a safe environment. This Article also requires dioceses/eparchies to provide personal safety training for children and young people.

Dioceses/eparchies have come up with a variety of ways to deliver the required training. The majority of dioceses/eparchies have purchased programs from a commercial company. Some have developed their own courses. Some programs have an online component; others rely on live training. Training programs are held throughout the dioceses/eparchies on a regular basis. Children’s training programs may be included in health education classes or religion classes, depending on the curriculum. Bishops do review the programs for the necessary alignment with Catholic doctrine.

Article 12 remains one of the most difficult Articles for which to receive a compliance rating. The challenges are many, ranging from data management to training the trainers.

Article 12 requires dioceses/eparchies to list the number of children/youth, priests, deacons, candidates for ordination, educators, employees, and volunteers in the diocese/eparchy, along with statistics on how many have been trained and how many need training. Auditors want to see evidence of the process used to determine those numbers. Typically, dioceses/eparchies have appointed safe environment program coordinators not only to guide these diocesan/eparchial efforts but also to keep the records about the safe environment training conducted and background evaluations processed as well as to keep, or in some cases develop, the databases necessary to meet the audit standards. Dioceses/eparchies that have qualified people to perform these functions have an easier time showing compliance with this Article. If there are no personnel, or if there are limited personnel within the diocese/eparchy to fulfill these tasks, then the diocese/eparchy faces a greater challenge to satisfy *Charter* compliance.

**Appendix E of this report provides a directory of the diocesan/eparchial safe environment program coordinators, along with their contact information.** This list can also be found on the USCCB/SCYP Web site: [www.usccb.org/ocyp/sepcoord.shtml](http://www.usccb.org/ocyp/sepcoord.shtml).

All dioceses/eparchies have training programs in place for clergy, employees, and volunteers who work with children and for children themselves. The challenge is maintaining the necessary records as evidence to prove that the people are trained as well as knowing what people need to receive the training. The sheer number of people needing to be trained and the fluctuation of that group can strain the capabilities of many smaller dioceses as well as the larger archdioceses. Eparchies with a small or large number of parishes spread out over several states have their own set of challenges in conducting training and keeping the necessary records.

One issue that auditors monitor closely is the number of children within the diocese/eparchy who have not received safe environment training either because they have been opted out of the training by their parents or because they were absent when the training was provided. In one diocese the actual number of opt-outs was almost 23,000 children. Absentee rates in religious education programs can be as high as 25% in some dioceses/eparchies.

Though the dioceses/eparchies are not found to be non-compliant when children have not received safe environment training due to opt-outs or absence, the bottom line is that these children have not received safe environment training: the intent of which is to give them the knowledge and skill to help keep them from harm.

These numbers should be carefully watched by the dioceses/eparchies. And if the diocese/eparchy can do anything more to increase the number of children trained—for the children’s sake, not for the sake of the audit—then it should be done. This could include changing the training dates to a more convenient date for the children and parents or explaining in greater detail the purpose of the training and what composes the curriculum, in order to alleviate concerns a parent may have about the training.

Another issue is that while many states mandate this training, not all states fund it. Dioceses/eparchies are then charged with the task of determining whether the local school districts actually do provide the necessary safe environment training for children who do not attend Catholic schools. Dioceses/eparchies that cover large geographic regions can easily have 100 different school districts within their boundaries, making this task challenging. Large archdioceses may cover small geographic areas with large population centers, making verifying the training equally challenging.

The audit instruments ask for the number of people in each category as of June 30 of the audit year. Because most school and religious education programs have typically concluded by that time of the year, there was some confusion as to the number to be used for the audit. Individuals who left employment or their volunteer positions prior to June 30 added more confusion to the issue of who should be counted. These situations highlight the need for a thorough understanding of the audit requirements and of having a qualified personnel in the safe environment program coordinator position.

Auditors require the dioceses/eparchies provide evidence that such training is taking place in the dioceses/eparchies on a regular basis.

The numbers reported nationwide are as follows:

CATEGORY	NUMBER TO BE TRAINED	NUMBER TRAINED	PERCENTAGE TRAINED
Priests	37,709	37,470	99.4
Deacons	14,463	14,411	99.6
Candidates for Ordination	5,632	5,516	97.9
Educators	166,127	165,154	99.4
Employees	243,065	238,734	98.2
Volunteers	1,463,100	1,463,946	98.2
Children	5,705,735	5,513,259	96.6

**ARTICLE 13.** Dioceses/eparchies are to evaluate the background of all incardinated and non-incardinated priests and deacons who are engaged in ecclesiastical ministry in the diocese/eparchy and of all diocesan/eparchial and parish/school or other paid personnel and volunteers whose duties include ongoing, unsupervised contact with minors. Specifically, they are to utilize the resources of law enforcement and other community agencies. In addition, they are to employ adequate screening and evaluative techniques in deciding the fitness of candidates for ordination (cf. United States Conference of Catholic Bishops, *Program of Priestly Formation* [Fifth Edition], 2006, no. 39).

Of the dioceses/eparchies that participated in the 2008 on-site compliance audits, only one diocese was found to be non-compliant with Article 13 at the time of its audit. However, this non-compliance was remediated as of the end of 2008, as verified by a revisit to the diocese by an auditor.

Diocese of Las Cruces	Article 13: volunteers and employees	Remedied 12-3-08
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Article 13 requires a background evaluation be conducted on all clergy who are engaged in ecclesiastical ministry in the diocese/eparchy. Additionally, the Article requires background evaluations for all

employees and volunteers whose duties include ongoing, unsupervised contact with minors.

Dioceses/eparchies have made tremendous progress in meeting the requirements of this Article. The tasks of arranging for background evaluations and tracking those evaluations have been enormous challenges for the dioceses/eparchies. Other challenges include the numbers of volunteers, the state laws that dictate how a background check may be accomplished, and the cost to run a background evaluation. The necessary paperwork involved in this Article can strain the diocesan/eparchial offices called upon to carry out the work, but most dioceses/eparchies seem to have worked out viable solutions.

An ancillary issue within a number of dioceses/eparchies is who specifically in that diocese/eparchy should make the decision on whether a particular person is suitable to volunteer or work in the church environment based on the information received from a background evaluation. That specific decision maker varies from place to place, and there does not seem to be consistency in that area. The key is not who makes the decision, but that the process be thorough and complete, so that if anything indicates that an individual would not be suitable to have access to a child in the care of the Church, that person will be precluded from having such access.

In the table below are statistics from the 2008 audit reflecting the various populations in each category for whom background evaluations are to be conducted, the actual number checked, and then the percentage of that number to the total.

The results of the audit show near complete compliance. However, the Church can never become lax in this area. Routine screening of people to help assess if they should have access to children who are in the care of the Church is a key cornerstone in creating and maintaining a safe environment for children.

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**ARTICLE 14.** Transfers of clergy who have committed an act of sexual abuse against a minor for residence, including retirement, shall be as in accord with Norm 12 of the *Essential Norms*. (Cf. *Proposed Guidelines on the Transfer or Assignment of Clergy and Religious*, adopted by the USCCB, the Conference of Major Superiors of Men, the Leadership Conference of Women Religious, and the Council of Major Superiors of Women Religious in 1993.)

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All dioceses/eparchies that participated in the 2008 on-site audits were found to be compliant with Article 14.

Transfers of clergy who have committed sexual abuse of a minor are governed by Essential Norm 12, which states they may not be transferred for a ministerial assignment in another diocese. Also, just as critical to the goal of openness and transparency as well as to the safety of children is the requirement that every bishop/eparch who receives a priest or deacon from outside his jurisdiction will obtain the necessary information regarding any past act of sexual abuse of a minor by the priest or deacon in question. This information is normally referred to a “Letter of Suitability.”

Each diocese/eparchy that was audited on-site has clear policies governing this situation. This includes clergy being incardinated as well as those visiting or performing ministry on a temporary or short-term basis.

It remains a challenge for a number of dioceses/eparchies located in favorite retirement or vacation spots to keep track of retired and vacationing priests who may be away from their own diocese/eparchy for extended periods of time and reside in another diocese/eparchy. In those cases, the dioceses/eparchies have established policies requiring visiting priests to present Letters of Suitability prior to their ministering in the diocese/eparchy.

CATEGORY	NUMBER TO BE CHECKED	NUMBER CHECKED	PERCENTAGE CHECKED
Priests	37,709	37,643	99.8
Deacons	14,463	14,447	99.9
Candidates for Ordination	5,632	5,580	99.1
Educators	166,127	165,763	99.8
Employees	243,065	241,468	99.3
Volunteers	1,463,100	1,446,156	98.8

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**ARTICLE 15.** To ensure continuing collaboration and mutuality of effort in the protection of children and young people on the part of the bishops and religious ordinaries, two representatives of the Conference of Major Superiors of Men are to serve as consultants to the Committee for the Protection of Children and Young People. At the invitation of the Major Superiors, the Committee will designate two of its members to consult with its counterpart at CMSM. Diocesan/eparchial bishops and major superiors of clerical institutes or their delegates are to meet periodically to coordinate their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in a diocese/eparchy.

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**All dioceses/eparchies that participated in the 2008 on-site audits were found to be compliant with Article 15.**

The entire focus of this Article is to ensure that there is openness and collaboration between the bishops and religious ordinaries in addressing the issue of clergy sexual abuse uniformly, as well as ensuring that if an allegation were to arise within a diocese involving a member of a religious order, the respective roles concerning this issue will have previously been agreed upon.

This Article states three distinct mandates to ensure continued collaboration and mutuality of effort in the protection of children and young people on the part of the bishops and religious ordinaries:

- ***Two representatives of the Conference of Major Superiors of Men (CMSM) are to serve as consultants to the Committee on the Protection of Children and Young People (CPCYP).*** This has been satisfied by the appointment of the CMSM President and Executive Director as consultants to the CPCYP.
- ***At the invitation of the Major Superiors, the Committee will designate two of its members to consult with its counterpart at CMSM.*** Three members of the CPCYP attended the CMSM Board Meeting in February 2008.
- ***Diocesan/eparchial bishops and major superiors of clerical institutes or their delegates are to meet periodically to coordinate their roles concerning the issue of allegations made against a***

***cleric member of a religious institute ministering in a diocese/eparchy.*** This is the primary focus of the auditors during the on-site audits.

The auditors ask whether the diocese/eparchy has policies and/or procedures for meeting (or otherwise communicating) with the major superiors of clerical institutes with regard to allegations against members of those institutes. Audit verification includes identities of persons interviewed, description of documents reviewed, and a general description of those communications that occurred during the audit period.

The audits reveal good communication between bishops, eparchs, and major superiors of religious orders. Many have yearly meetings; others host regular meetings throughout the year.

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**ARTICLE 16.** Given the extent of the problem of the sexual abuse of minors in our society, we are willing to cooperate with other churches and ecclesial communities, other religious bodies, institutions of learning, and other interested organizations in conducting research in this area.

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**All dioceses/eparchies that participated in the 2008 on-site audit were found to be compliant with Article 16.**

To evaluate compliance with this article, the auditors ask the dioceses/eparchies one question: Is the diocese/eparchy willing to cooperate with other churches and ecclesial communities, other religious bodies, institutions of learning, and other interested organizations in conducting research in this area (e.g., annual CARA survey)? Audit verification includes identities of persons interviewed, description of documents reviewed, and a general description of such cooperation that occurred during the audit period.

Of those dioceses/eparchies that were audited on-site, all had participated in the *CARA Survey of Allegations and Costs* (see Chapter 4 for CARA's report). Additionally, many dioceses/eparchies are participating in various data collection aspects of the *Causes and Context* study being undertaken by the John Jay College of Criminal Justice in New York

City. Lastly, other faiths have asked members of the Catholic Church to speak to their own congregations about how the Catholic Church has addressed the problems of clergy sexual abuse, so that lessons learned by the Catholic Church can be shared with others.

Participation in these types of studies is very helpful for the Church as it tries to learn as much as possible about why clergy sexual abuse happened the way that it did, and what can be done to assure the faithful that it will never happen again.

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**ARTICLE 17.** We pledge our complete cooperation with the Apostolic Visitation of our diocesan/eparchial seminaries and religious houses of formation recommended in the Interdicasterial Meeting with the Cardinals of the United States and the Conference Officers in April 2002.

We commit ourselves to work individually in our dioceses/eparchies and together as a Conference, through the appropriate committees, to strengthen our programs both for initial priestly formation and for the ongoing formation of priests. With new urgency, we will promote programs of human formation for chastity and celibacy for both seminarians and priests based upon the criteria found in *Pastores Dabo Vobis*, the *Program of Priestly Formation*, and the *Basic Plan for the Ongoing Formation of Priests*. We will continue to assist priests, deacons, and seminarians in living out their vocation in faithful and integral ways.

We bishops and eparchs commit ourselves to work as one with our brother priests and deacons to

foster reconciliation among all people in our dioceses/eparchies, especially with those individuals who were themselves abused and the communities that have suffered because of the sexual abuse of minors that occurred in their midst.

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**All dioceses/eparchies that participated in the 2008 on-site audit were in compliance with Article 17.**

Article 17 requires dioceses/eparchies to strengthen programs for priestly and diaconal formation—both initial and ongoing—and to continue to assist priests, deacons, and seminarians in living out their vocation in faithful and integral ways. In the Article, the bishops commit to fostering reconciliation among all people, especially those individuals personally abused and those communities that have suffered as a result of abuse.

Dioceses/eparchies conduct a variety of activities to fulfill this commitment. Annual clergy retreat days, weeklong convocations, informal meetings, religious pilgrimages, and social gatherings are held. Seminarians are given support and formation on all matters dealing with fully living their intended vocation with integrity. Also, numerous priests, deacons, and seminarians participate in mentoring programs.

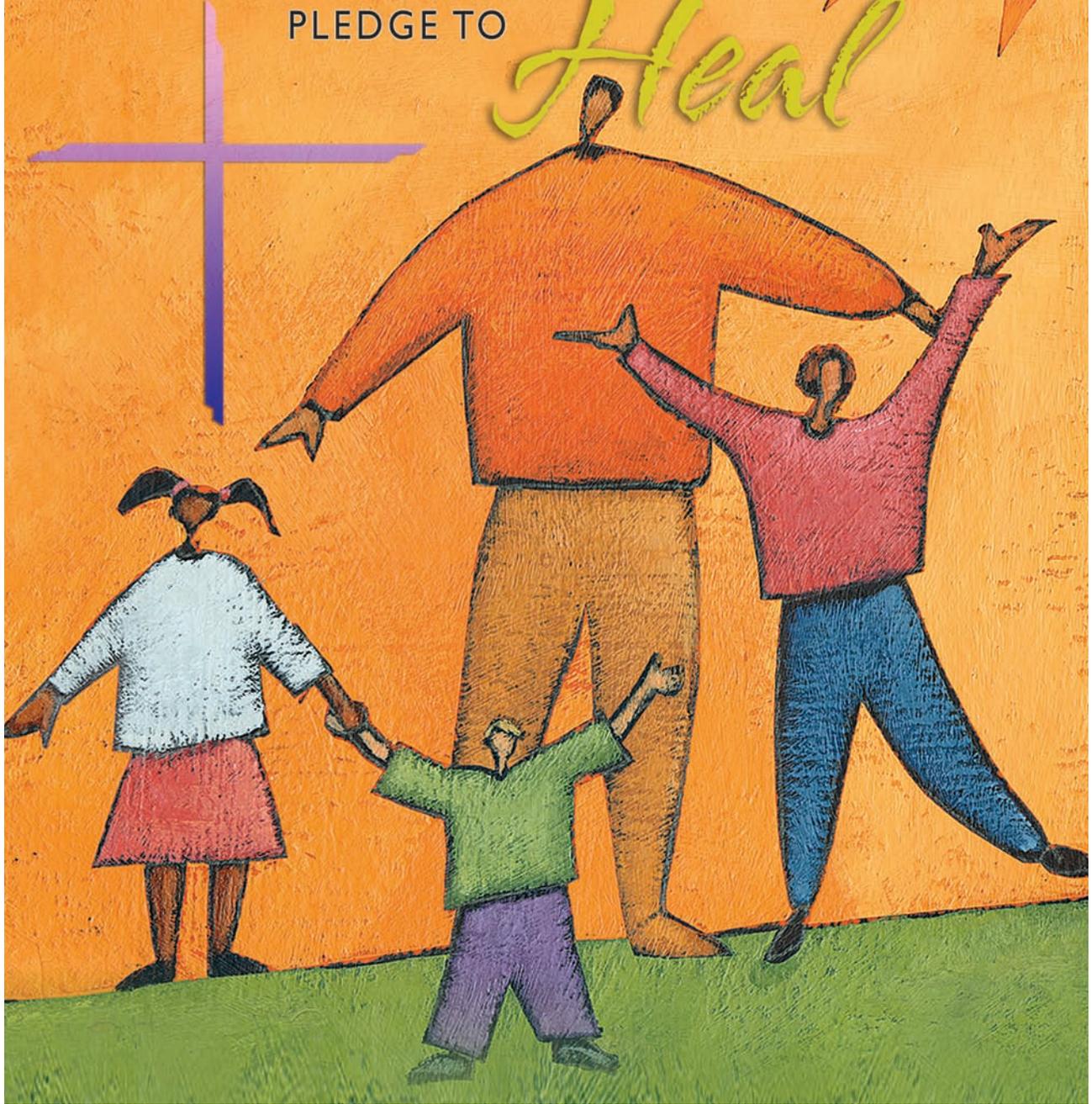
Outreach to victims and parishes involves a range of activities that include healing services, retreats, days of prayer, and even a healing garden for victims of abuse.

PROMISE TO

*Protect*

PLEDGE TO

*Heal*



# Section II

## CHAPTER FOUR

# 2008 Survey of Allegations and Costs

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

February 2009

Center for Applied Research in the Apostolate  
Georgetown University  
Washington, D.C.

### INTRODUCTION

At their Fall General Assembly in November 2004, the United States Conference of Catholic Bishops (USCCB) commissioned the Center for Applied Research in the Apostolate (CARA) at Georgetown University to design and conduct an annual survey of all the dioceses and eparchies whose bishops or eparchs are members of the USCCB. The purpose of this survey is to collect information on new allegations of sexual abuse of minors and the clergy against whom these allegations were made. The survey also gathers information on the amount of money dioceses and eparchies have expended as a result of allegations as well as the amount they have paid for child protection efforts. The national level aggregate results from this survey for each calendar year are prepared for the USCCB and reported in its *Annual Report of the Implementation of the "Charter for the Protection of Children and Young People."*

The questionnaire for the 2008 *Annual Survey of Allegations and Costs* was designed by CARA in consultation with the Secretariat of Child and Youth Protection and was only slightly different from the versions used from 2004 to 2007. As in previous years, CARA prepared an online version of the survey and

hosted it on the CARA Web site. Bishops and eparchs received information about the process for completing the survey in their November 21 packet mailing and were asked to provide the name of the contact person who would complete the survey. In collaboration with the Conference of Major Superiors of Men (CMSM), major superiors of clerical and mixed religious institutes were also invited to complete a similar survey for their congregations, provinces, or monasteries.

CARA completed data collection for the 2008 annual survey on February 4, 2009. A total of 194 of the 195 dioceses and eparchies of the USCCB completed the survey, for a response rate of more than 99 percent. The Diocese of Lincoln was the only diocese that declined to participate. A total of 160 of the 219 clerical and mixed religious institutes that belong to CMSM responded to the survey, for a response rate of 73 percent. The overall response rate for dioceses, eparchies, and religious institutes was 86 percent, the highest response rate ever achieved for this survey. CARA then prepared the national level summary tables and graphs of the findings for calendar year 2008, with tables comparing allegations and costs from 2004-2008, which are presented in this report.

## DIOCESES AND EPARCHIES

### The Data Collection Process

Dioceses and eparchies began submitting their data for the 2008 survey in mid-December 2008. CARA contacted every diocese or eparchy that had not sent in a contact name by January 1, 2009, to obtain the name of a contact person to complete the survey. CARA sent several e-mail and fax reminders to encourage a high response rate.

By February 4, 2009, a total of 194 of the 195 dioceses and eparchies of the USCCB had responded to the survey, for a response rate of more than 99 percent. The Diocese of Lincoln was the only diocese that declined to participate. The participation rate among dioceses and eparchies has increased each year of this survey, from 93 percent in 2004 to 94 percent in 2005, 99 percent in 2006, and nearly total participation in 2007 and 2008 (194 of the 195 possible).

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

### Credible Allegations Received by Dioceses and Eparchies in 2008

The responding dioceses and eparchies reported that between January 1 and December 31, 2008, they received 625 new credible allegations of sexual abuse

of a minor by a diocesan or eparchial priest or deacon. These allegations were made by 620 individuals against 423 priests or deacons. As Table 1 shows, these numbers represent an increase in the numbers of victims and allegations from those reported in 2007, but an overall decrease from the numbers reported in each of the previous three years (2004-2006), even though a slightly larger number of dioceses and eparchies responded to the survey each year.

Compared to 2007, new reports of allegations increased by 4 percent (from 599 new credible allegations in 2007 to 625 new credible allegations in 2008). The number of alleged offenders increased by 2 percent, from 415 alleged offenders reported in 2007 to 423 alleged offenders reported in 2008.

Of the 625 new allegations reported in 2008, ten allegations (2 percent), involved children under the age of 18 in 2008. The remaining 615 allegations were made by adults who are alleging abuse when they were minors. By comparison, four allegations in 2007 (less than 1 percent of all new allegations received in 2007), 14 allegations in 2006 (2 percent of all new allegations received in 2006), nine allegations in 2005 (1 percent of all new allegations received in 2005), and 22 allegations in 2004 (2 percent of new allegations received in 2004) involved children under the age of 18 in each of those years.

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

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008	Percentage Change
Victims	889	690	632	598	620	22	4%
Allegations	898	695	635	599	625	26	4%
Offenders	622	463	394	415	423	8	2%

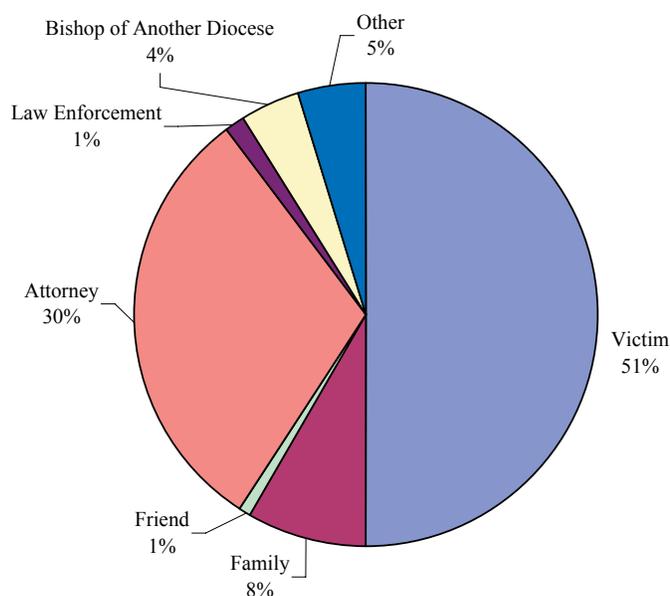
Sources: Annual Survey of Allegations and Costs, 2004-2008

Figure 1 illustrates the way in which allegations were reported to the dioceses or eparchies in 2008. Half of all new allegations (51 percent) were reported by the victim and three in ten (30 percent) were reported by an attorney.

Compared to 2007, there are few differences in who reported the allegations:

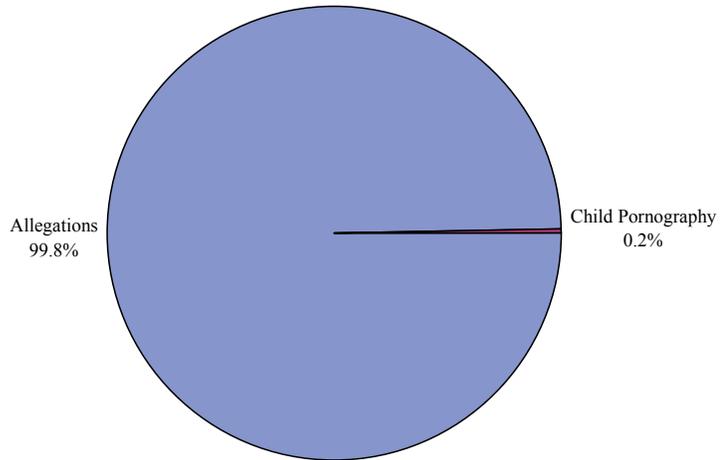
- The percentage of victim-reported allegations is lower in 2008 (51 percent compared to 60 percent in 2007).
- Allegations reported by family members are the same in 2007 and 2008.
- The percentage of allegations reported by attorneys was slightly higher in 2008 than in 2007 (30 percent compared to 26 percent in 2007).
- Law enforcement reported 1 percent of allegations in 2008, just as in 2007.
- A friend of the victim reported 1 percent of allegations in 2008, just as in 2007.
- A bishop of another diocese reported 4 percent of allegations in 2008 and 2 percent of allegations in 2007.
- Five percent of all allegations were reported by someone other than the victim, an attorney, a family member, a friend, law enforcement, or a bishop from another diocese, compared to 2 percent in 2007. Some of these other persons reporting allegations include other priests, the victim assistance coordinator for the diocese, counselors or therapists, medical personnel, and other social service personnel.

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



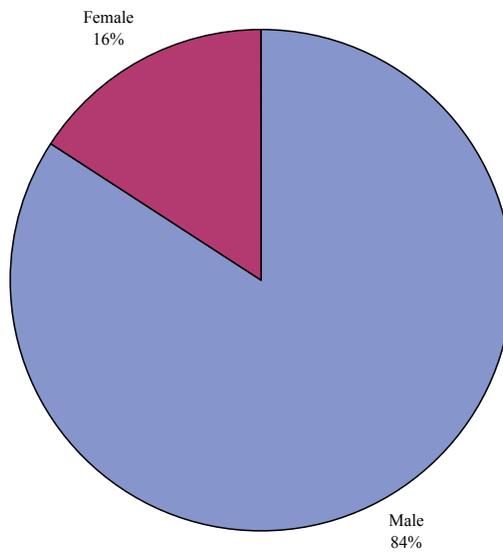
Source: 2008 Survey of Allegations and Costs

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



Source: 2008 Survey of Allegations and Costs

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



Source: 2008 Survey of Allegations and Costs

Figure 2 presents the percentage of all new allegations of abuse that were cases involving solely child pornography. Of the 625 total allegations, one allegation involved only child pornography, just as in 2007.

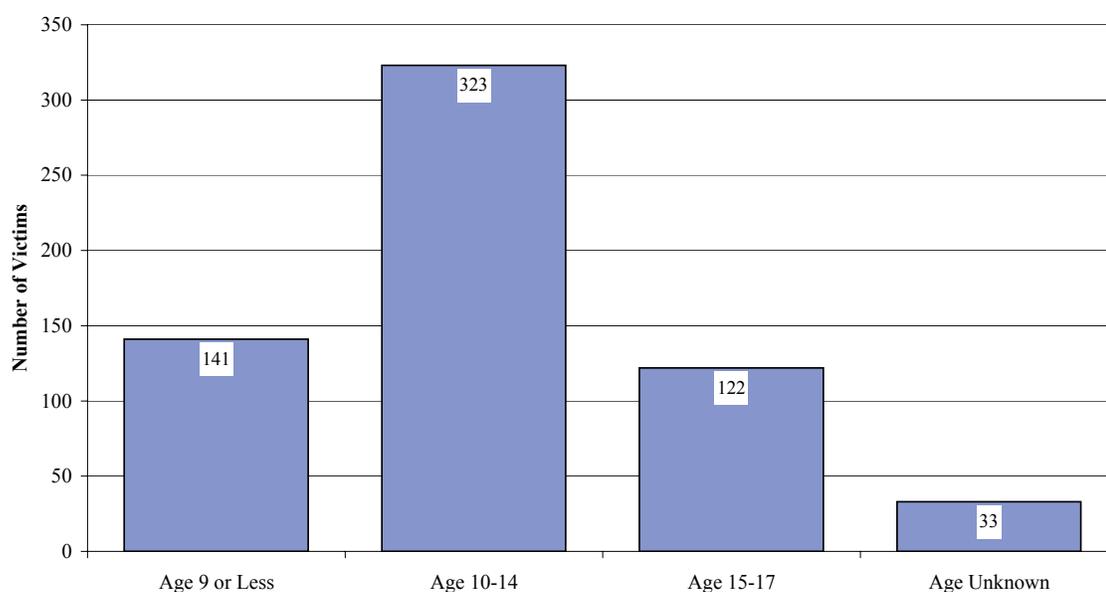
### Victims, Offenses, and Offenders in 2008

Of the 620 alleged victims reported in 2008, 84 percent (522 victims) were male and 16 percent (98 victims) were female. This proportion is illustrated in Figure 3.

The proportion of male and female victims is nearly identical to that reported in 2007 (82 percent males and 18 percent females).

A little more than half of the victims (52 percent) were between the ages of 10 and 14 when the alleged abuse began. About one in five (20 percent) were between the ages of 15 and 17, while 23 percent were younger than age 10. The age could not be determined for 5 percent of victims. Figure 4 presents the distribution of victims by age at the time the alleged abuse began.

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



Source: 2008 Survey of Allegations and Costs

Figure 5 shows the years in which the abuse reported in 2008 was alleged to have occurred or begun. For the majority of new allegations (69 percent), the abuse occurred or began between 1960 and 1984. The most common time period for allegations reported in 2008 was 1970-1974, just as it was for allegations reported in 2004 and 2005. In 2007, by comparison, dioceses and eparchies reported that 1970-1979 was the most common time period for the alleged occurrences, and in 2006, the most common time period was 1965-1969. For 5 percent of new allegations reported in 2008, no time frame for the alleged abuse could be determined by the allegation.

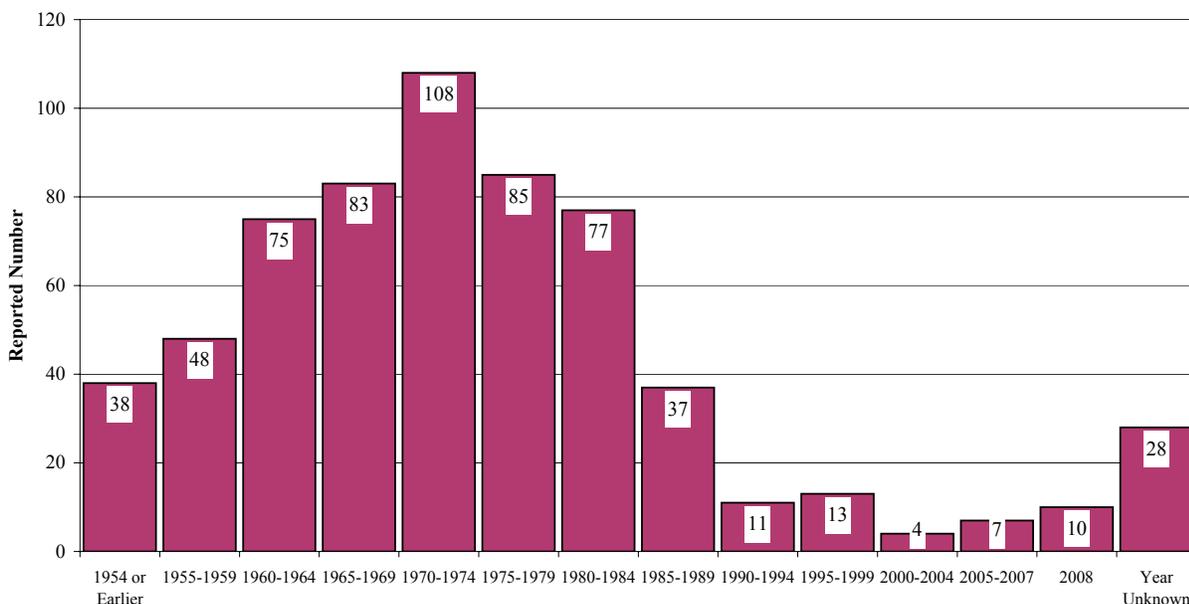
Of the 423 diocesan or eparchial priests or deacons that were identified in new allegations in 2008, most (85 percent) had been ordained for the diocese or eparchy in which the abuse was alleged to have occurred. Four percent were incardinated into that diocese or eparchy from another diocese or eparchy, and 3 percent were extern priests, serving in the diocese temporarily. Eleven of the alleged perpetrators

(3 percent) identified in new allegations in 2008 were permanent deacons. Figure 6 displays the ecclesial status of offenders at the time of the alleged offense.

About six in ten (250) of the 423 priests and deacons (59 percent) identified as alleged offenders in 2008 had already been identified in prior allegations. In 2007, 62 percent of the alleged offenders had been identified in previous allegations and in 2006 that proportion was 57 percent. Figure 7 depicts the percentage with prior allegations in 2008, compared to 2007 and 2006.

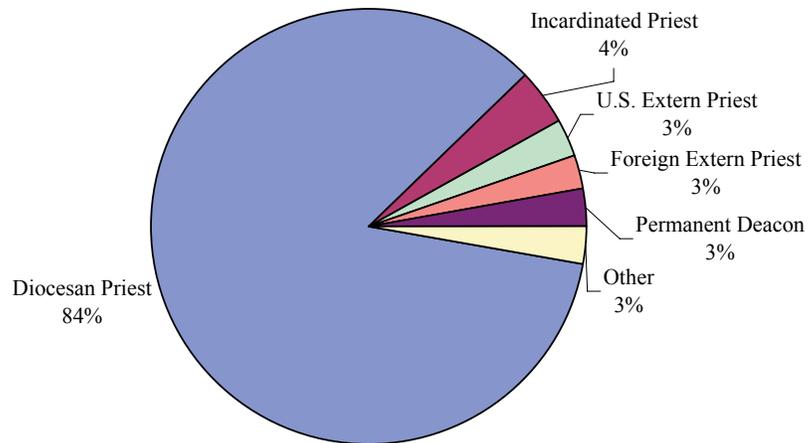
More than eight in ten alleged offenders (83 percent) identified in 2008 are deceased, already removed from ministry, already laicized, or missing. Another 20 priests or deacons (5 percent) were permanently removed from ministry in 2008. In addition to the 20 offenders identified in 2008 and permanently removed from ministry in 2008, another 33 priests or deacons who had been identified in allegations of abuse *before* 2008 were permanently removed from ministry in 2008.

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



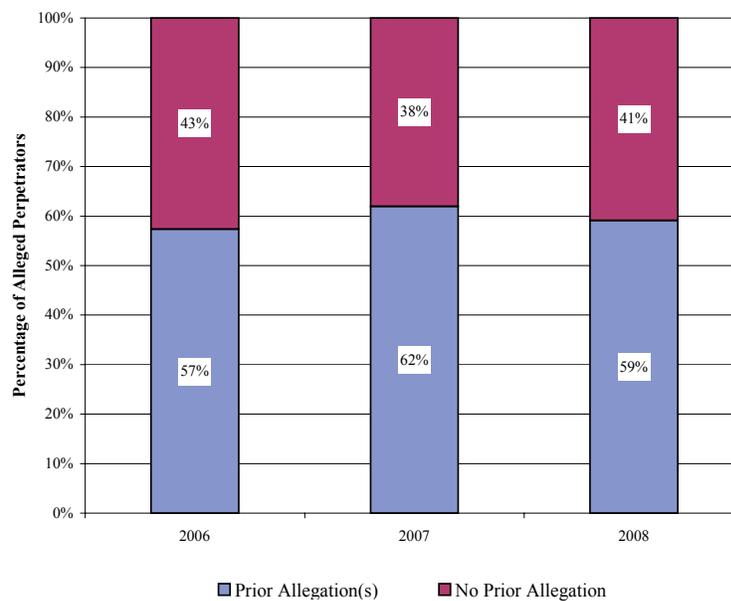
Source: 2008 Survey of Allegations and Costs

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



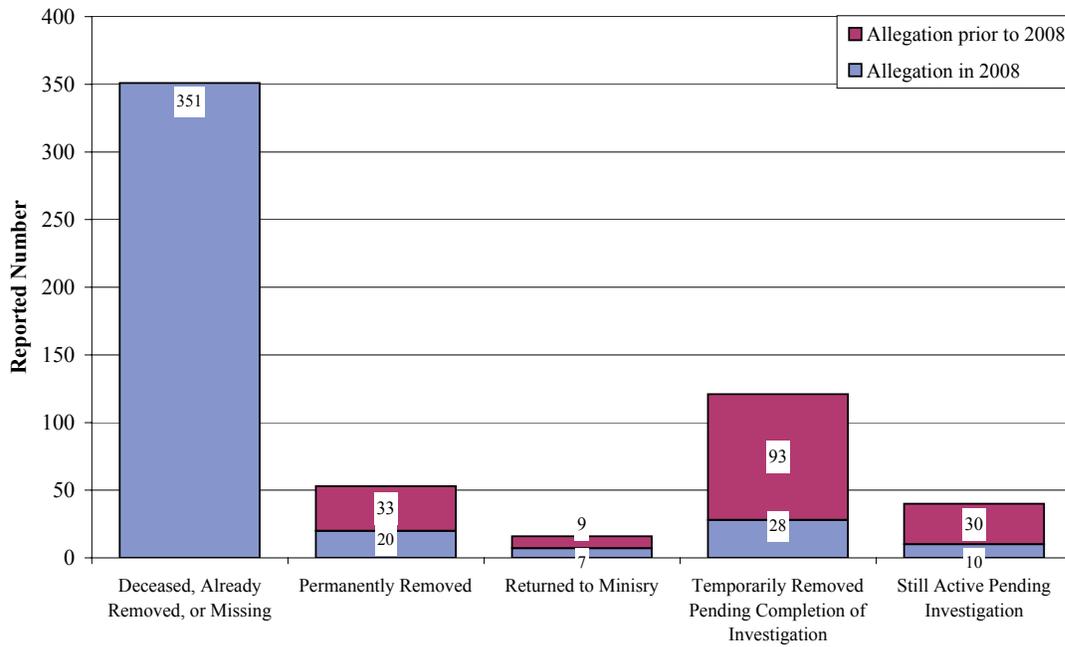
Source: 2008 Survey of Allegations and Costs

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



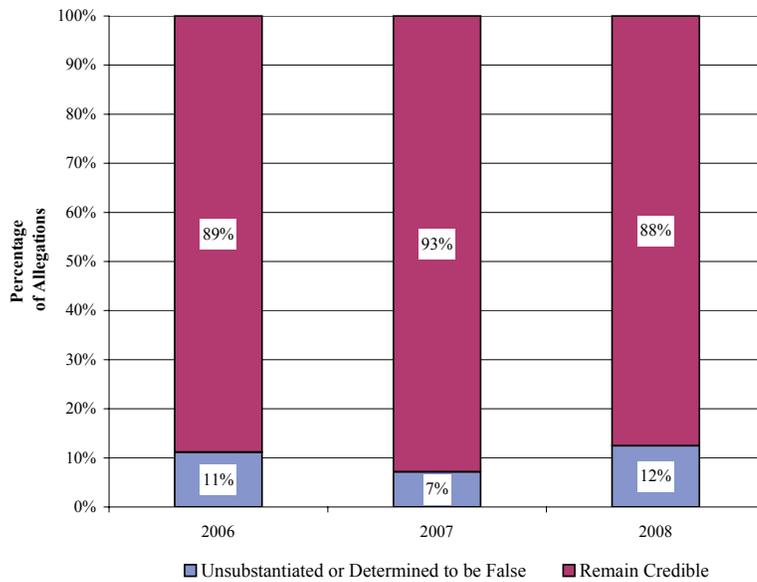
Sources: Annual Survey of Allegations and Costs, 2006-2008

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



Source: 2008 Survey of Allegations and Costs

Figure 9. New Allegations Unsubstantiated or Determined to Be False: Dioceses and Eparchies.



Sources: Annual Survey of Allegations and Costs, 2006-2008

A total of 16 priests or deacons were returned to ministry in 2008 based on the resolution of an allegation made during or prior to 2008 (seven who were identified in 2008 and nine who were identified before 2008). In addition, 121 priests or deacons (28 who were identified in 2008 and 93 who were identified before 2008) have been temporarily removed from ministry pending completion of an investigation. Notwithstanding the year in which the abuse was reported, 40 diocesan and eparchial clergy remain in active ministry pending a preliminary investigation of an allegation (ten who were identified in 2008 and 30 who were identified prior to 2008). Figure 8 shows the current status of alleged offenders.

Of the 625 new credible allegations reported in 2008, 78 new allegations (12 percent) were unsubstantiated or determined to be false by December 31, 2008. In addition, 51 allegations received prior to 2008 were unsubstantiated or determined to be false during 2008. Figure 9 presents the percentage of all new credible allegations received in 2008 that were unsubstantiated or determined to be false in 2008, compared to 2006 and 2007.

### Costs to Dioceses and Eparchies in 2008

Dioceses and eparchies that responded to the survey and reported costs related to allegations paid out

\$376,241,731 in 2008. This includes payments in 2008 for allegations reported in previous years. Thirty responding dioceses and eparchies reported no expenditures in 2008 related to allegations of sexual abuse of a minor. Table 2 compares payments by dioceses and eparchies from 2004 through 2008 across several categories of allegation-related expenses. The total costs reported by dioceses and eparchies in 2008 are \$122,437,127 less than those reported in 2007.

Most of the payments by dioceses and eparchies in 2008 (86 percent) were for settlements to victims. Attorneys' fees contributed an additional 8 percent of the total cost (\$29,572,948).<sup>1</sup> Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to another 3 percent of allegation-related costs (\$11,605,914).<sup>2</sup> An additional 2 percent of the total cost was for payments for therapy for victims (if not already included in the settlement).

Among the "other" costs reported by dioceses and eparchies (\$3,766,432) are payments for items such as investigations of allegations, medical costs and other support for victims or survivors, costs for mediation, travel expenses for victims, costs for victims' assistance offices and victim hotlines, clergy misconduct review boards, public service announcements and outreach materials, canonical trials and case processing, bankruptcy expenses, and USCCB compliance audit costs.

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

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008
Settlements	\$93,364,172	\$386,010,171	\$220,099,188	\$420,385,135	\$324,181,740	-\$96,203,395
Therapy for Victims	\$6,613,283	\$7,648,226	\$9,731,815	\$7,243,663	\$7,114,697	-\$128,966
Support for Offenders	\$1,413,093	\$11,831,028	\$30,362,609	\$13,347,981	\$11,605,914	-\$1,742,067
Attorneys' Fees	\$32,706,598	\$36,467,516	\$69,780,366	\$53,394,074	\$29,572,948	-\$23,821,126
Other Costs	\$5,485,011	\$3,729,607	\$2,996,581	\$4,308,005	\$3,766,432	-\$541,573
<b>GRAND TOTAL</b>	<b>\$139,582,157</b>	<b>\$445,686,548</b>	<b>\$332,970,559</b>	<b>\$498,678,858</b>	<b>\$376,241,731</b>	<b>-\$122,437,127</b>

Sources: Annual Survey of Allegations and Costs, 2004-2008

Figure 10 displays the costs paid by dioceses and eparchies for settlements and for attorneys' fees from 2004 through 2008.

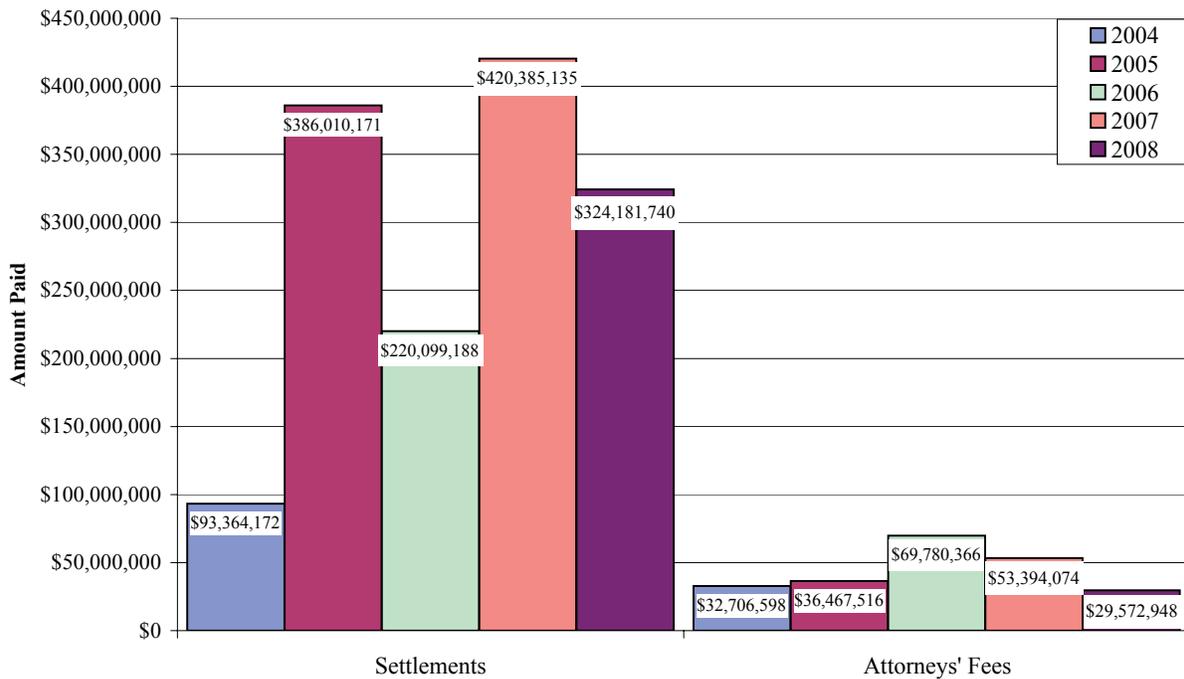
Compared to 2007, amounts paid for settlements in 2008 decreased by 23 percent and the amount paid in attorneys' fees declined by 45 percent. Amounts paid for therapy for victims, support for offenders, and other costs also declined between 2 and 13 percent during that time.

Figure 11 illustrates the total allegation-related costs paid by dioceses and eparchies and the approximate proportion of those costs that were covered by diocesan insurance. Diocesan insurance payments covered

38 percent of the total allegation-related costs paid by dioceses and eparchies in 2008. By comparison, insurance paid for just over a third (34 percent) of the total allegation-related costs paid by dioceses and eparchies in 2007, just over a quarter (27 percent) in 2006, nearly half (49 percent) in 2005, and a third (32 percent) in 2004.

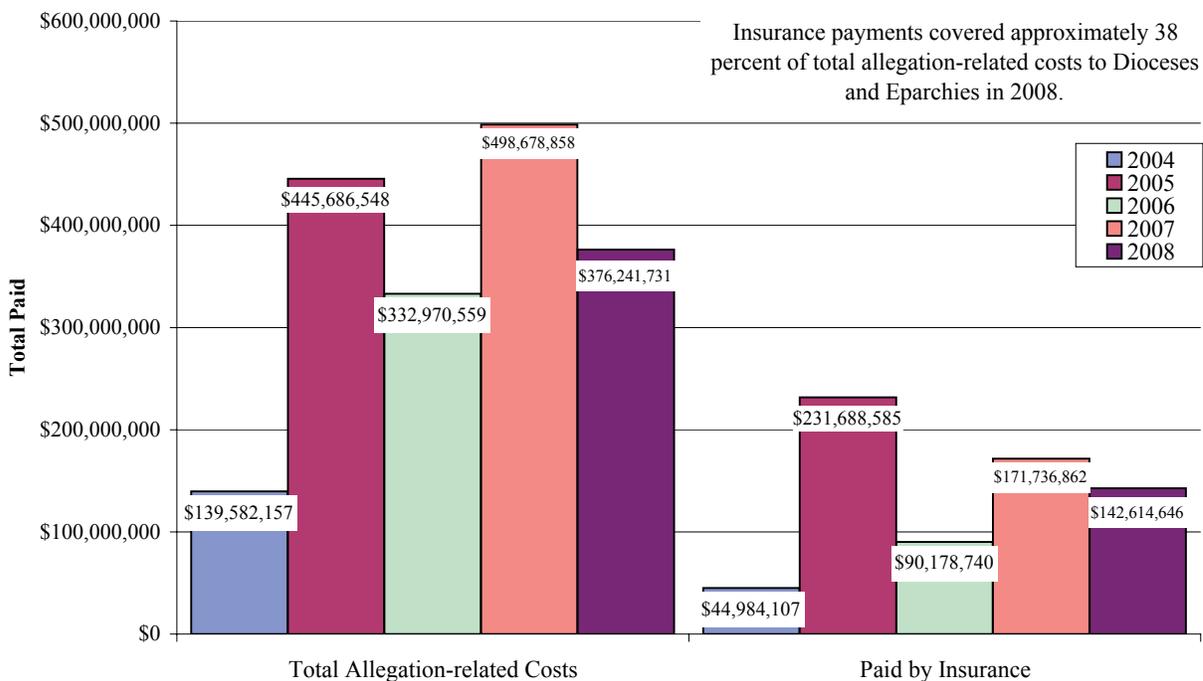
In addition to allegation-related expenditures, at least \$23,303,868 was spent by dioceses and eparchies for child protection efforts such as safe environment coordinators, training programs, and background checks. Figure 12 compares the allegation-related costs to child protection expenditures paid by dioceses and eparchies from 2004 through 2008.

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



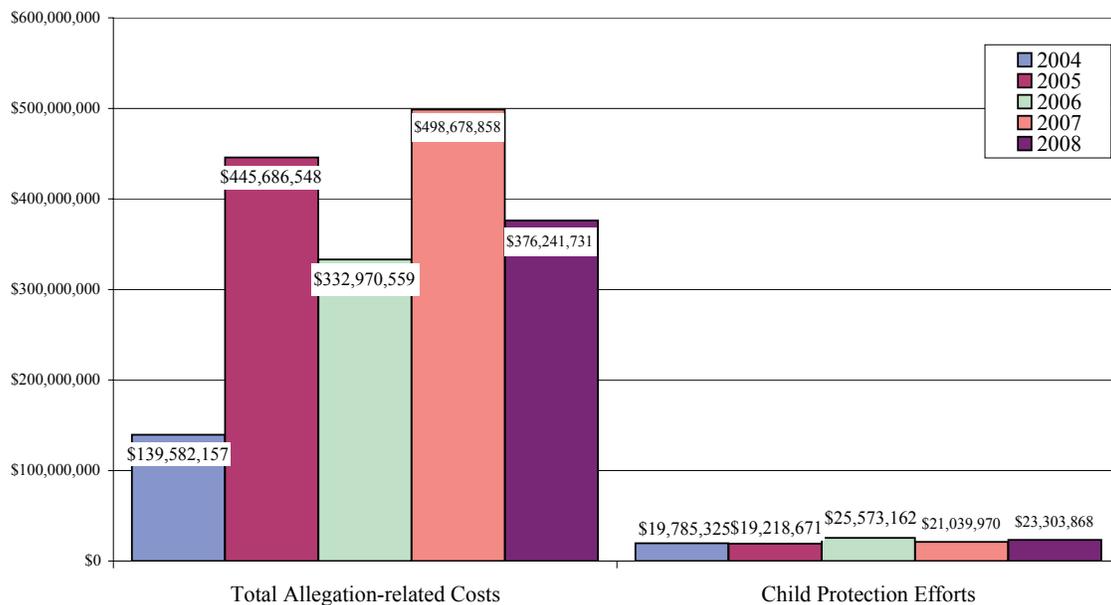
Sources: Annual Survey of Allegations and Costs, 2004-2008

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



Sources: Annual Survey of Allegations and Costs, 2004-2008

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



Sources: Annual Survey of Allegations and Costs, 2004-2008

### Clerical and Mixed Religious Institutes

The Conference of Major Superiors of Men (CMSM) also encouraged the major superiors of clerical and mixed religious institutes to complete a survey for their congregations, provinces, or monasteries. This survey was nearly identical to the survey for dioceses and eparchies and was also available online at the same site as the survey for dioceses and eparchies. CMSM sent a letter and a copy of the survey to all member major superiors in late November 2008 requesting their participation. CARA and CMSM also sent several e-mail and fax reminders to major superiors to encourage them to respond. By February 4, 2009, CARA received responses from 160 of the 219 clerical and mixed religious institutes that belong to CMSM, for a response rate of 73 percent. This is an identical response rate to that received in 2007, and slightly higher than the three previous years of the survey (68 percent in 2006, 67 percent in 2005, and 71 percent in 2004).

A copy of the survey instrument for religious institutes is included at Appendix C.

### Credible Allegations Received by Clerical and Mixed Religious Institutes in 2008

The responding clerical and mixed religious institutes reported that between January 1 and December 31, 2008, they received 178 new credible allegations of

sexual abuse of a minor committed by a priest or deacon of the community. These allegations were made against 95 individuals who were priest or deacon members of the community at the time the offense was alleged to have occurred. Table 3 presents these numbers and the comparable numbers reported in 2004, 2005, 2006, and 2007. New reports of allegations have increased by 93 percent from 2007 and the number of alleged offenders also increased, by 25 percent. While this is a substantial increase in allegations compared to 2007, the numbers are still lower than those reported in 2004. In addition, 40 percent of the new allegations reported in 2008 were reported by one religious institute.

Of the total number of new allegations reported in 2008, three allegations (2 percent of all new allegations) involved children under the age of 18 in 2008. All other allegations were made by adults who are alleging abuse as minors in previous years. By comparison, one allegation in 2007 (1 percent of all new allegations received in 2007), three allegations in 2006 (4 percent of new allegations received in 2006), no allegations in 2005, and one allegation in 2004 involved children under the age of 18 in each of those years.

Figure 13 displays the way in which allegations were reported to the religious institutes in 2008. A majority (60 percent) were reported by an attorney. A quarter

Table 3. New Credible Allegations Reported by Religious Institutes.

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008	Percentage Change
Victims	194	87	78	91	176	85	93%
Allegations	194	88	79	92	178	86	93%
Offenders	134	69	54	76	95	19	25%

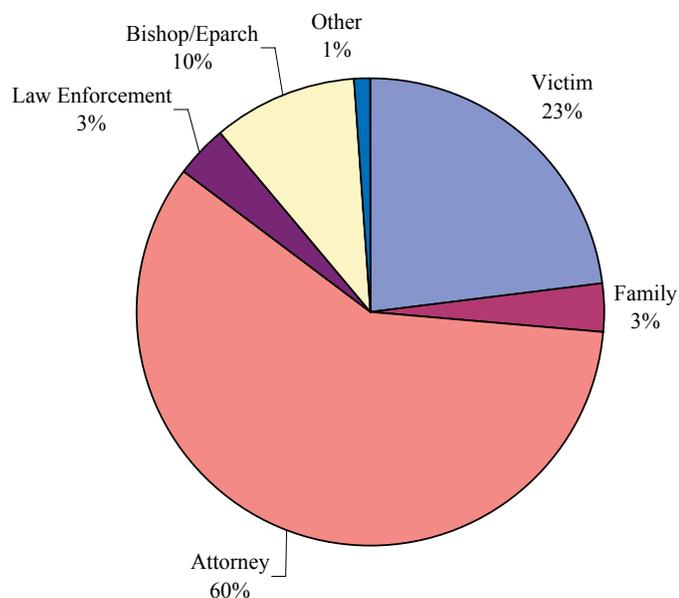
*Sources: Annual Survey of Allegations and Costs, 2004-2008*

(23 percent) were reported by the victim and another 10 percent were reported to the religious institute by a bishop or eparch, most typically from the diocese or eparchy in which the accused offender was serving at the time the alleged abuse occurred.

Compared to 2007, the proportion of all allegations that were reported by attorneys and by law enforcement increased and the proportion reported by every other category decreased. These percentage changes, however, are the result of small differences in the number of allegations within the categories because the total number of allegations reported by religious institutes (178) is much smaller than the total number reported by dioceses and eparchies (625). Some of the differences in reporting between 2007 and 2008 include:

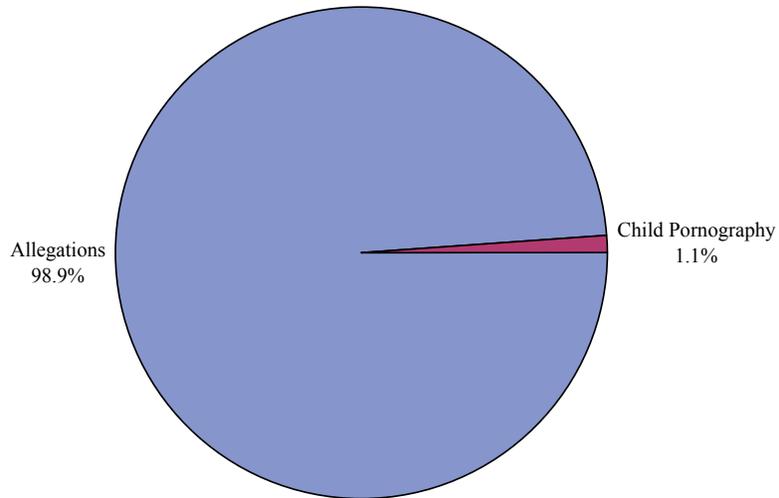
- Attorneys reported 60 percent of allegations in 2008, compared to 16 percent of allegations in 2007.
- Victims reported a quarter of allegations in 2008, compared to 38 percent in 2007.
- A bishop or eparch reported 10 percent of allegations in 2008, compared to 30 percent in 2007.
- Family members reported an equal percentage of allegations in 2007 and 2008.
- Law enforcement reported 3 percent of allegations in 2008 and none in 2007.
- None of the allegations in 2008 were reported by friends of the victim.
- One percent of new credible allegations in 2008 were reported by “Other,” compared to 10 percent in 2007.

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



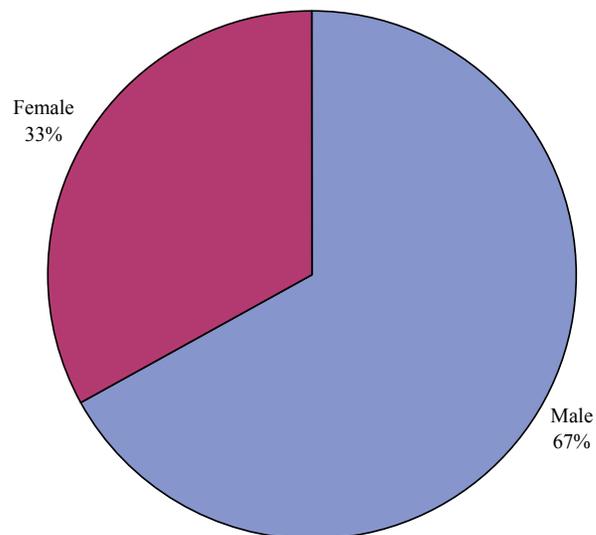
Source: 2008 Survey of Allegations and Costs

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



Source: 2008 Survey of Allegations and Costs

Figure 15. Sex of Abuse Victim: Religious Institutes.



Source: 2008 Survey of Allegations and Costs

Figure 14 presents the percentage of all new allegations of abuse that were cases involving solely child pornography. Of the 178 new allegations, two involved child pornography only. Similarly, one allegation each in 2007, 2006, 2005, and none in 2004 involved only child pornography.

### Victims, Offenses, and Offenders in 2008

Two-thirds of victims reported in 2008 were male (118 victims) and a third (58 victims) were female. This proportion is displayed in Figure 15.

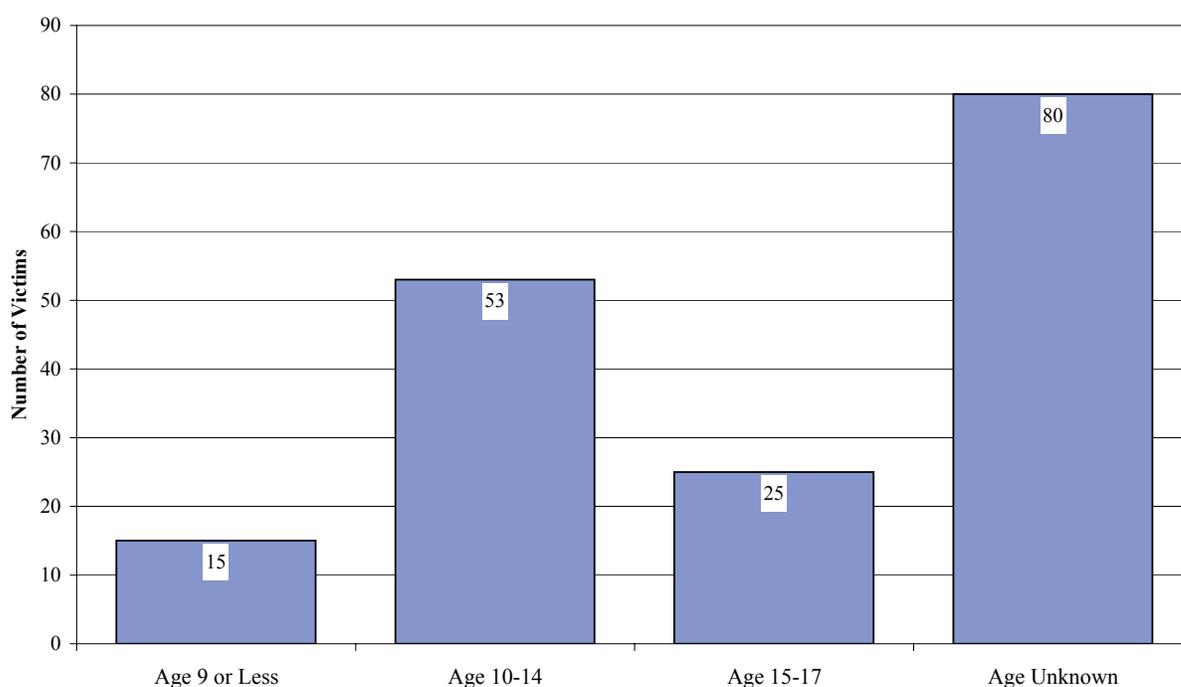
By comparison, in 2007 religious institutes reported that 78 percent of the alleged victims were male and 22 percent were female.

Thirty percent of victims were ages 10 to 14 when the alleged abuse began. One in seven (14 percent) was

between 15 and 17, while approximately one in ten (9 percent) was under age 10. The age of the victim could not be determined for 80 (45 percent) of the new allegations. Figure 16 presents the distribution of victims by age at the time the alleged abuse began.

A little more than half of the new allegations reported in 2008 (54 percent) are alleged to have occurred or begun between 1960 and 1974. Religious institutes reported that 1965-1969 was the most common time period for the alleged occurrences, just as they had in both 2005 and 2004. In 2006 and 2007, religious institutes reported that 1970-1979 was the most common time period for the alleged offenses. In 2008, more than a quarter of the newly reported allegations (26 percent) were said to have occurred or begun between

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



Source: 2008 Survey of Allegations and Costs

1965 and 1969. Figure 17 illustrates the years when the allegations reported in 2008 were said to have occurred or begun.

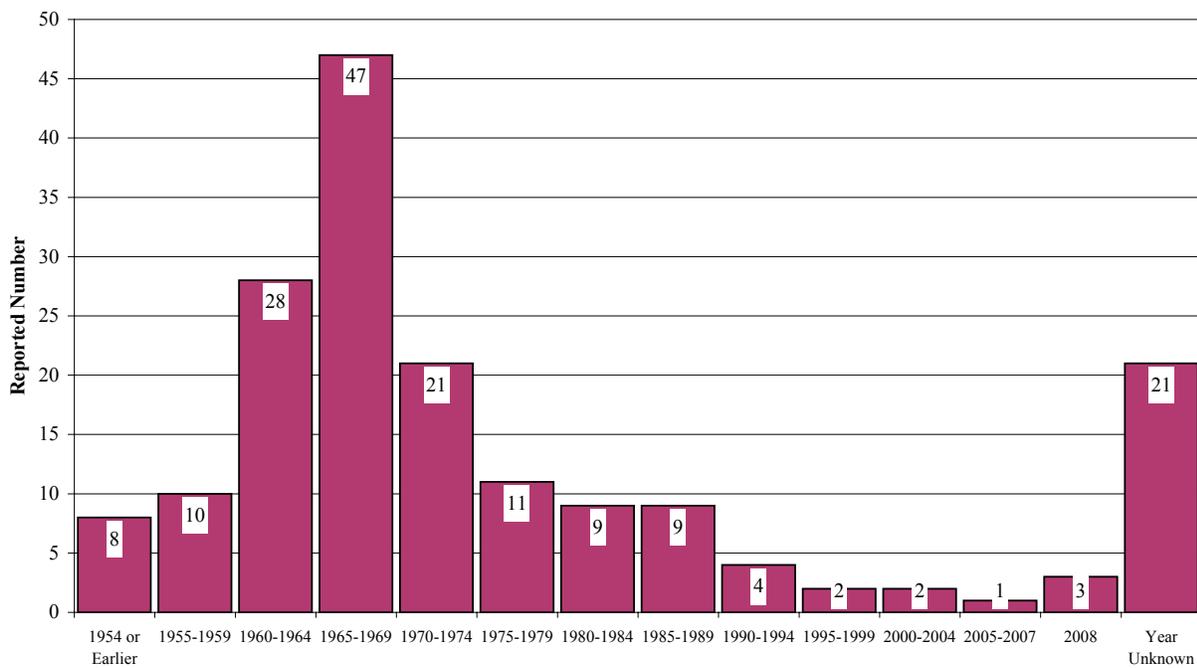
Of the 95 religious priests and deacons against whom new allegations were made in 2008, most (79 percent) were priests of a U.S. province or community, serving in the United States at the time the abuse was alleged to have occurred. Figure 18 displays the ecclesial status of offenders at the time of the alleged abuse.

One in ten alleged offenders (9 percent) were priests who were members of the province at the time of the alleged abuse but who are no longer a member of the religious institute. Six percent were priests of the province who were assigned outside of the United States at the time of the alleged abuse and 5 percent were priests who were members of another province at the time of the alleged abuse.

A majority (55 percent) of the religious priests or deacons against whom new allegations were made in 2008 had no prior allegations. About four in ten had already been the subject of previous allegations in prior years. This is similar to the pattern in 2007, but the reverse of the pattern in 2006, when the majority (61 percent) of the alleged perpetrators had already been the subject of previous allegations against them. Figure 19 presents the proportions for 2008 compared to 2007 and 2006.

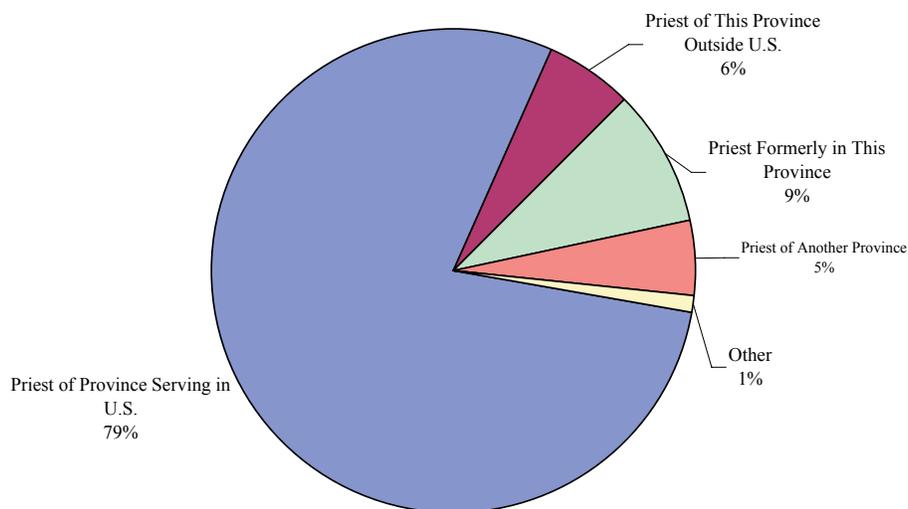
Nearly seven in ten of the alleged offenders identified in 2008 (43 priests or deacons) were deceased, had already been removed from ministry, or had already left the religious institute at the time the allegation was reported. Another 12 percent of alleged offenders identified in 2008 (11 priests or deacons) were

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



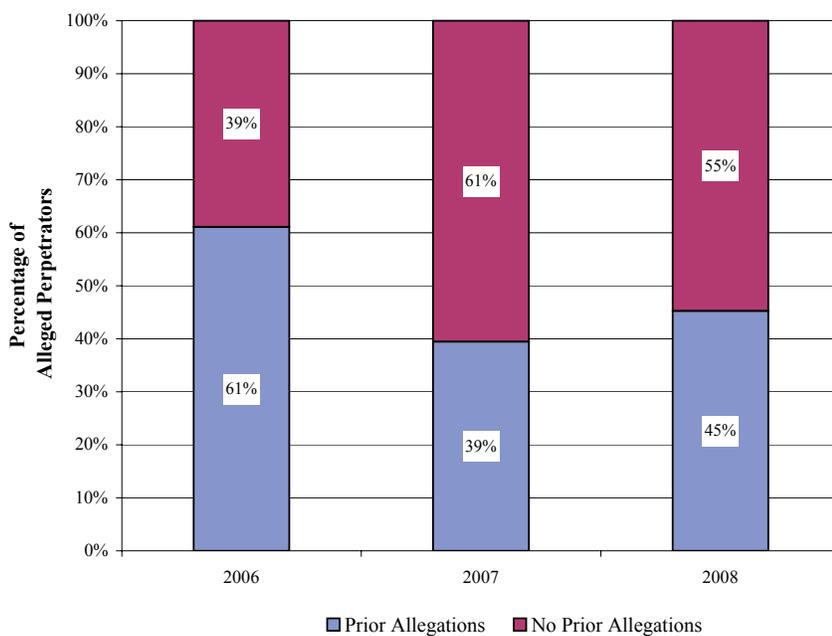
Source: 2008 Survey of Allegations and Costs

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



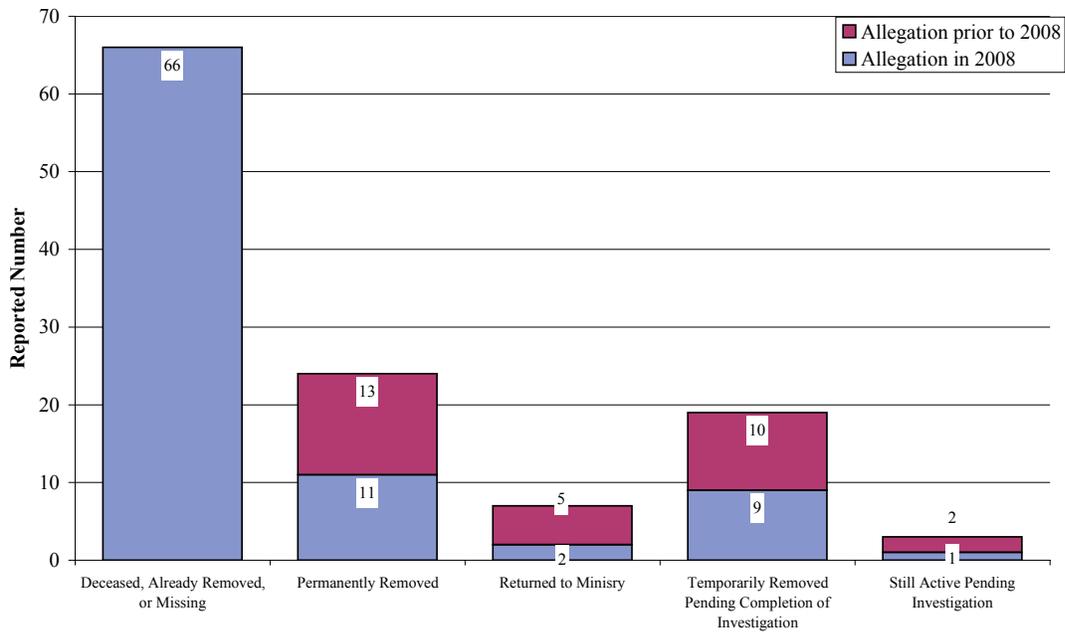
Source: 2008 Survey of Allegations and Costs

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



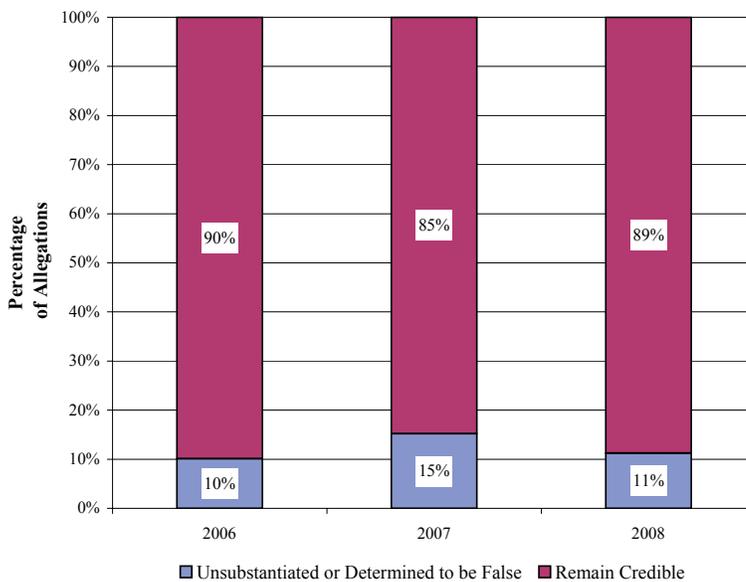
Sources: Annual Survey of Allegations and Costs, 2006-2008

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



Source: 2008 Survey of Allegations and Costs

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



Sources: Annual Survey of Allegations and Costs, 2006-2008

permanently removed from ministry in 2008. Figure 20 displays the current status of alleged offenders.

In addition to the 11 offenders identified in 2008 and permanently removed from ministry in 2008, another 13 priests or deacons who had been identified in allegations of abuse before 2008 were permanently removed from ministry in 2008.

Seven priests or deacons were returned to ministry in 2008 based on the resolution of an allegation made in 2008 or earlier. In addition, 19 religious priests or deacons (nine who were identified in 2008 and ten who were identified before 2008) were temporarily removed pending completion of an investigation. Notwithstanding the year in which the abuse was reported, three remain in active ministry pending a preliminary investigation of an allegation (one identified in allegations made in 2008 and two identified in allegations from a previous year).

Of the 178 new allegations reported to religious institutes in 2008, 11 percent (20 new allegations) were determined to be unsubstantiated by December 31, 2008. In addition, 14 allegations received prior to 2008 were determined to be unsubstantiated during 2008. Figure 21 presents the percentage of all new allegations received in 2008 that were determined to be unsubstantiated in 2008 and compares it with the same data for 2007 and 2006.

### Costs to Clerical and Mixed Religious Institutes in 2008

The responding clerical and mixed religious institutes reported \$59,901,466 paid out in 2008 for costs related to allegations. This includes costs paid in 2008 for allegations reported in previous years. Table 4 compares the payments by religious institutes from 2004 through 2008 across several categories of allegation-related expenses. The total reported allegation-related costs to clerical and mixed religious institutes is over \$50 million less in 2008 than in 2007.

Most of the payments by religious institutes in 2008 (84 percent) were for settlements to victims. Attorneys' fees were an additional \$5,856,003 (10 percent of all costs related to allegations reported by religious institutes). Support for offenders (including therapy, living expenses, legal expenses, etc.) amounted to \$2,620,194 (4 percent).<sup>3</sup> An additional \$792,426 (1 percent) was for payments for therapy for victims (if not included in the settlement).

Payments designated as "other costs" reported by religious institutes (\$406,029) included victim assistance programs, support for families of victims, consultants and investigators, external review board, Praesidium expenses, and participation in a diocesan settlement.

Table 4. Costs Related to Allegations by Religious Institutes.

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008
Settlements	\$12,877,637	\$13,027,285	\$57,114,232	\$105,841,148	\$50,226,814	-\$55,614,334
Therapy for Victims	\$793,053	\$755,971	\$913,924	\$691,775	\$792,426	+\$100,651
Support for Offenders	\$456,237	\$1,838,110	\$1,905,534	\$2,097,993	\$2,620,194	+\$522,201
Attorneys' Fees	\$3,544,847	\$4,784,124	\$5,374,850	\$7,073,540	\$5,856,003	-\$1,217,537
Other Costs	\$548,880	\$841,434	\$318,595	\$781,375	\$406,029	-\$375,346
<b>GRAND TOTAL</b>	<b>\$18,220,654</b>	<b>\$21,246,924</b>	<b>\$65,627,135</b>	<b>\$116,485,831</b>	<b>\$59,901,466</b>	<b>-\$56,584,365</b>

Sources: Annual Survey of Allegations and Costs, 2004-2008

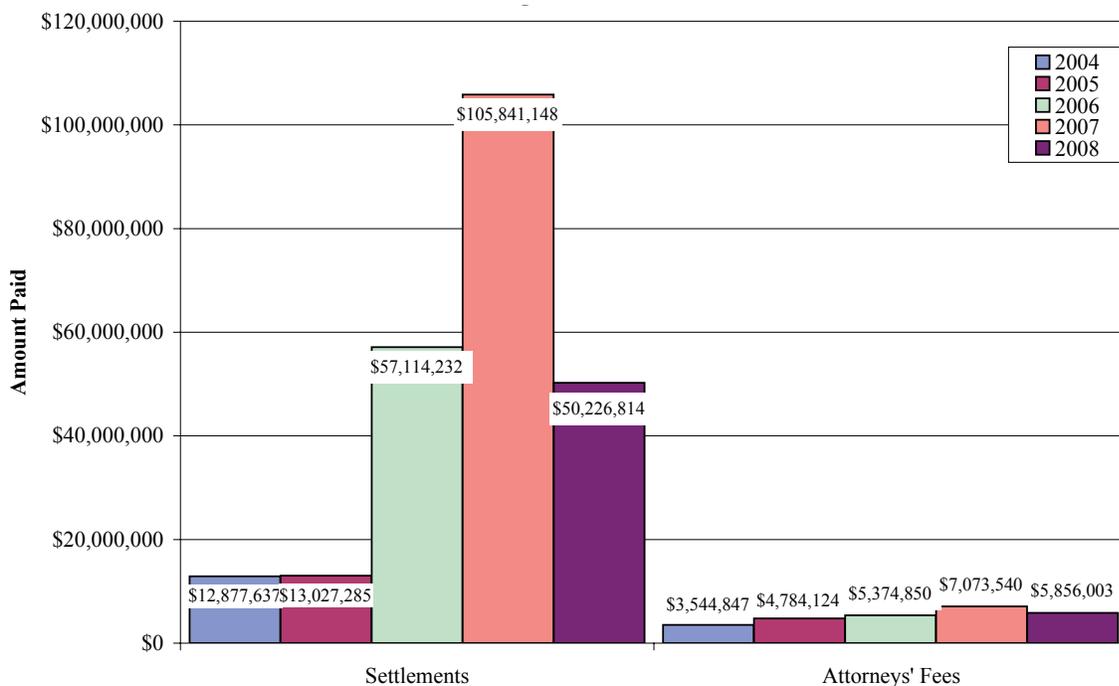
Figure 22 illustrates the settlement-related costs and attorneys' fees paid by religious institutes from 2004 through 2008. Settlement costs in 2008 are similar to those paid out in 2006. Four religious institutes with relatively large settlements in 2007 accounted for 70 percent of the settlement costs in that year. Attorneys' fees have remained relatively stable between 2004 and 2008.

Figure 23 displays the total allegation-related costs paid by religious institutes from 2004 through 2008 and the proportion of those costs that were covered by insurance. Approximately a fifth (19 percent) of the total allegation-related costs paid by religious institutes

in 2008 were covered by insurance. By comparison, 34 percent of the total allegation-related costs in 2007, 23 percent in 2006, 13 percent in 2005, and 12 percent in 2004 were covered by insurance.

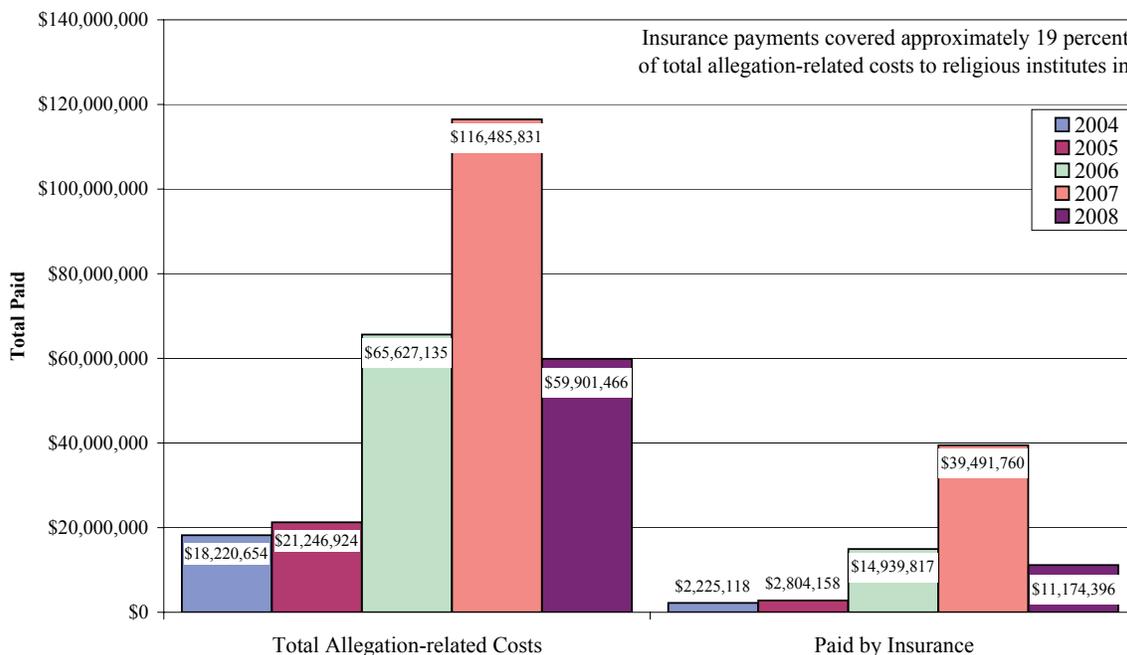
In addition to allegation-related expenditures, religious institutes spent \$1,254,630 for child protection efforts, such as training programs and background checks. This is slightly more than the amount paid by religious institutes in 2007, but slightly less than the amount paid in 2006. Figure 24 compares the settlement-related costs and child protection expenditures paid by religious institutes in 2004 through 2008.

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



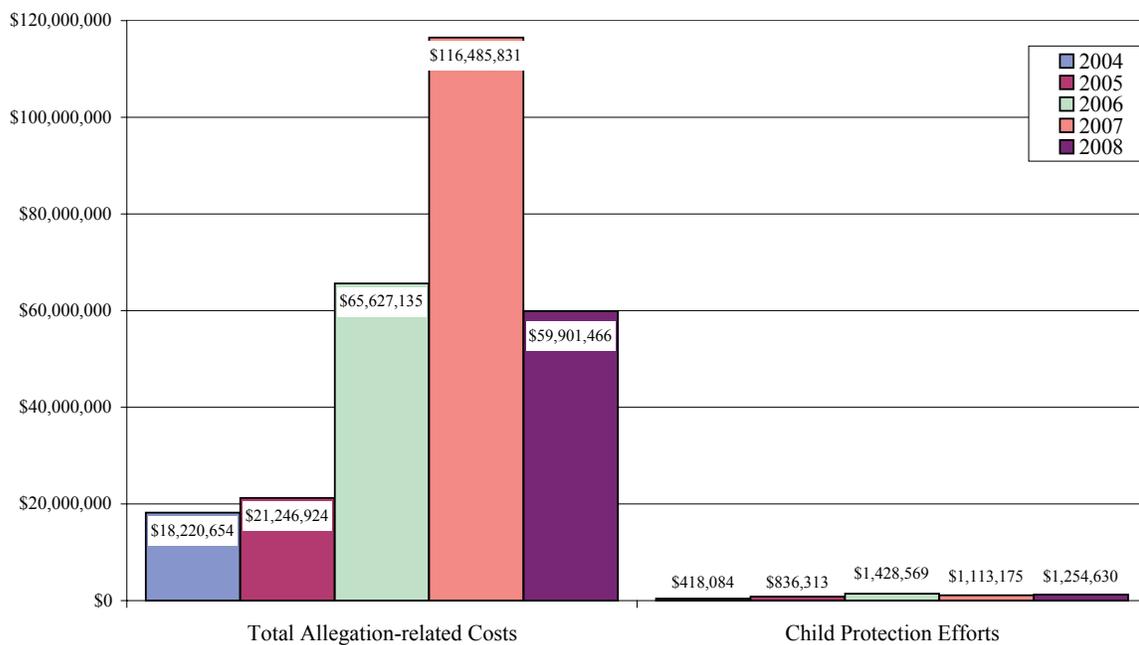
Sources: Annual Survey of Allegations and Costs, 2004-2008

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



Sources: Annual Survey of Allegations and Costs, 2004-2008

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



Sources: Annual Survey of Allegations and Costs, 2004-2008

**TOTAL RESPONSES OF DIOCESES, EPARCHIES, AND CLERICAL AND MIXED RELIGIOUS INSTITUTES**

Tables 5, 6, and 7 present the combined total responses of dioceses, eparchies, and clerical and mixed religious institutes. These tables depict the total number of allegations, victims, offenders, and costs as reported by these groups. In addition, the tables also show the same combined figures for 2004 through 2007 to compare the totals between 2004 and 2008.

As Table 5 shows, the total number of new allegations and victims decreased each year from 2004 through 2007, but increased in 2008. The total number of alleged offenders decreased each year between 2004 and 2006, but increased in 2007 and 2008. Compared

to 2007, the number of new victims and new allegations are each up by 16 percent, while the total number of offenders named in those new allegations is up by 5 percent.

The total costs related to allegations increased nearly every year between 2004 and 2007, but decreased by 29 percent between 2007 and 2008. However, the amount paid in settlements in 2007 was unusually large and the overall trend is one of generally increasing costs related to allegations each year between 2004 and 2008. The cost for attorneys' fees declined by 41 percent between 2007 and 2008, the amount paid for support for offenders decreased by 8 percent, and the amount paid for therapy for victims remained approximately the same. Other costs decreased by 18 percent.

Table 5. New Credible Allegations Reported: Combined Totals.

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008	Percentage Change
Victims	1083	777	710	689	796	107	+16%
Allegations	1092	783	714	691	803	112	+16%
Offenders	756	532	448	491	518	27	+5%

*Sources: Annual Survey of Allegations and Costs, 2004-2008*



Table 6. Costs Related to Allegations: Combined Totals.

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008
Settlements	\$106,241,809	\$399,037,456	\$277,213,420	\$526,226,283	\$374,408,554	-\$151,817,729
Therapy for Victims	\$7,406,336	\$8,404,197	\$10,645,739	\$7,935,438	\$7,907,123	-\$28,315
Support for Offenders	\$1,869,330	\$13,669,138	\$32,268,143	\$15,445,974	\$14,226,108	-\$1,219,866
Attorneys' Fees	\$36,251,445	\$41,251,640	\$75,155,216	\$60,467,614	\$35,428,951	-\$25,038,663
Other Costs	\$6,033,891	\$4,571,041	\$3,315,176	\$5,089,380	\$4,172,461	-\$916,919
<b>GRAND TOTAL</b>	<b>\$157,802,811</b>	<b>\$466,933,472</b>	<b>\$398,597,694</b>	<b>\$615,164,689</b>	<b>\$436,143,197</b>	<b>-\$179,021,492</b>

*Sources: Annual Survey of Allegations and Costs, 2004-2008*

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

	2004	2005	2006	2007	2008	Change (+/-) 2007-2008
Settlement-related Child Protection Efforts	\$157,802,811	\$466,933,472	\$398,597,694	\$615,164,689	\$436,143,197	-\$179,021,492
	\$20,199,409	\$20,054,984	\$27,001,731	\$22,153,145	\$24,558,498	+\$2,405,353

*Sources: Annual Survey of Allegations and Costs, 2004-2008*

## Notes

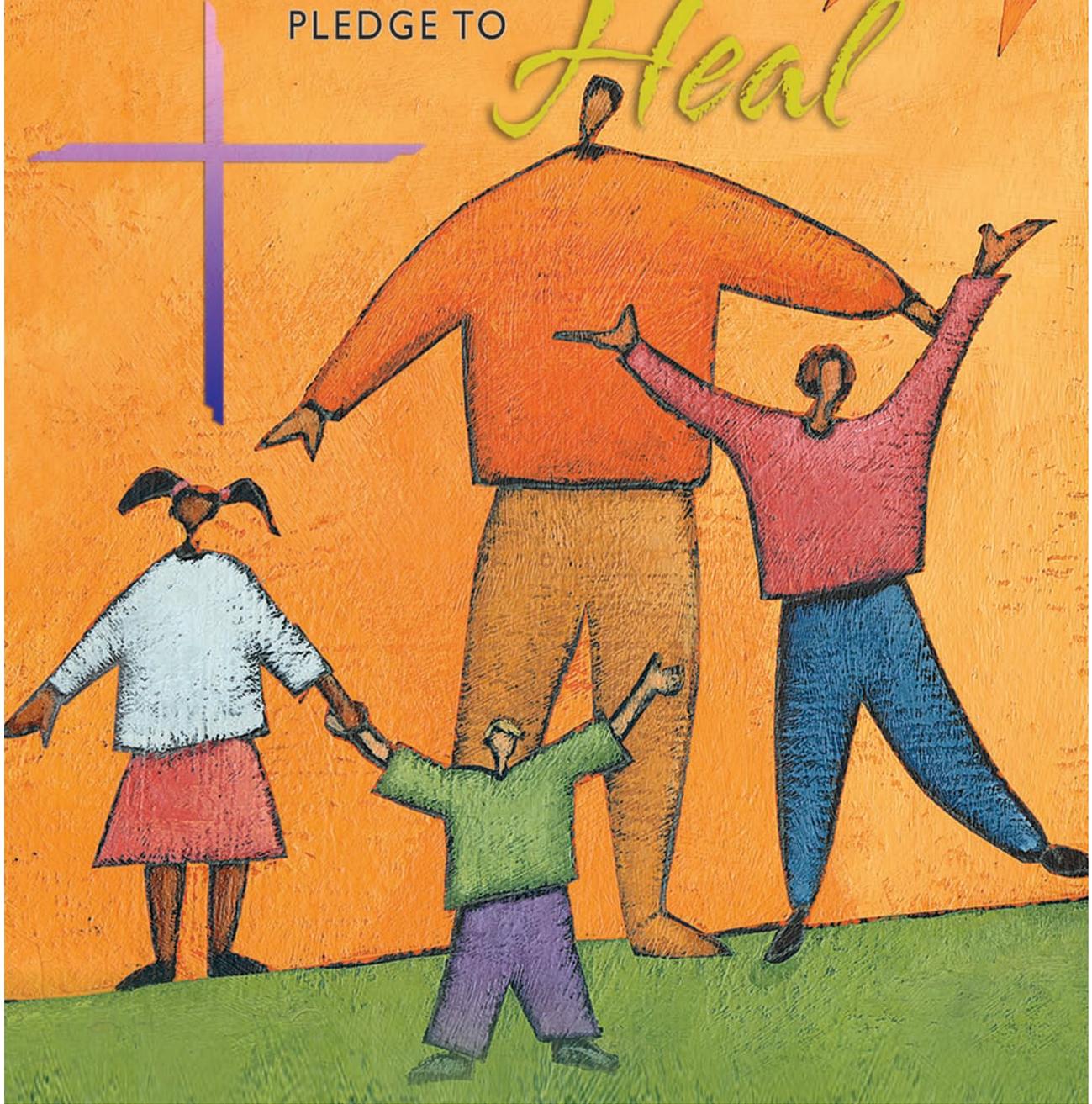
- Table 7 compares the total costs for allegation-related expenses and the amount expended for child protection efforts from 2004 through 2008. While the total amount spent for allegation-related expenses decreased by 29 percent between 2007 and 2008, the total amount reported for child protection efforts increased by 11 percent between 2007 and 2008.<sup>1</sup> Attorneys' fees include all costs for attorneys paid by dioceses and eparchies in 2008 as the result of allegations of sexual abuse of a minor.
- This reported cost increased substantially after 2004, largely due to a change in question wording. In 2005, the question was changed from "Payments for therapy for offenders" to "Payments for support for offenders (including living expenses, legal expenses, therapy, etc.)" to more accurately capture the full costs to dioceses and eparchies for support of alleged offenders.
- The difference in cost here between 2004 and later years is largely attributable to a change in question wording in 2005. See the explanation in the previous footnote.

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# Section III

# Status of Recommendations from 2007

## I. STATEMENT OF THE ISSUE

The structures and programs required by the *Charter* have been established, as the audits confirm. We must now move to assessing the effectiveness of those structures and programs while streamlining the audit process.

**Recommendation:** Audit documents should be reexamined with a view toward assessing the *Charter* structures and programs as well as combining some of the concepts of the audit process. This could result in a simplification of the process for both those audited and the auditors.

**Status:** The audit documents were reexamined, and changes were made. The Instruments were changed to provide more specificity about what the auditors will be asking, to avoid any surprises for either the auditors or the diocese being audited. Auditors and diocesan personnel are trained using the same manual.

## 2. STATEMENT OF THE ISSUE

Research suggests that one in five priests serving in the United States is an international priest. In 2003 the USCCB Committee on Migration issued *Guidelines for Receiving Pastoral Ministers in the United States*, a document that was developed in response to this reality and that outlines components of an orientation program for international priests. Providing sufficient orientation for these priests is a challenge for dioceses and eparchies. Offering safe environment training, conducting background evaluations and educating international priests to legal standards regarding sexual contact with minors are necessary components of any orientation program.

Additionally, during the 2007 audit period, 6 of the 12 credible allegations about persons who were still minors were made against international priests.

**Recommendation:** That dioceses/eparchies take all actions possible to conduct background evaluations of international priests, provide safe environment training in appropriate languages and review with these priests the legal standards that define sexual abuse of a minor in the local civic jurisdiction.

**Status:** Those dioceses audited on-site as well as those that submitted data all indicated that they conduct background evaluations on international priests. A variety of methods are employed, from using Interpol resources to requiring a letter of suitability from the bishop of the diocese/eparchy. Thoroughness of these evaluations is still very difficult to achieve. Some dioceses/eparchies only accept priests when the receiving bishop has a personal relationship with the sending bishop. All dioceses/eparchies either provide training for international priests or require the international priests to be sufficiently fluent in English. Challenges remain, however, in obtaining a thorough background evaluation as well as addressing cultural differences in safe environment training. These issues will continue to be studied and addressed.

## 3. STATEMENT OF THE ISSUE

The 2007 audit data show abuse rising and peaking between 1960 and 1980. These are the same patterns shown by the *Nature and Scope* Study in 2004 and by every prior annual study by CARA. This makes even

more imperative the completion of the *Causes and Context* study, which is not yet fully funded.

**Recommendation:** The total budget for the *Causes and Context* study is \$2.6 million, less than one-half of 1% of the amount spent by the American dioceses on the abuse crisis in 2007. The Conference, individual dioceses, and any Catholics interested in the *Charter* should consider a contribution to close the funding gap, which is now slightly less than \$1 million.

**Status:** Fund-raising efforts continued with some success. Gifts were received from Catholic Mutual, the Twin Cities Voice of the Faithful, and a foundation associated with an original member of the Board. No gifts have been received from individual dioceses. Several Catholic organizations are still in the decision-making process. Efforts to reach out to more Catholic organizations will continue. If the balance of funding is not raised in the next six months, the study's scope will have to be curtailed.

## CHAPTER SIX

# Recommendations from the 2008 Audit Period

### **PARISH AUDITS**

In order to obtain a better understanding of and to increase the accountability for how the *Charter* is implemented at the parish level, and dioceses/eparchies are encouraged to conduct parish audits—to be carried out either internally by the diocese or externally by The Gavin Group, Inc.—as part of the on-site audit.

### **INTERNATIONAL PRIESTS**

Continue, through the annual audit, to examine the policies and practices of dioceses/eparchies in the matter of background evaluations and safe environment training of international priests. (See the second recommendation made with the 2007 Annual Report, provided again in Chapter 5 of this report.)

### **QUALIFICATIONS, EXPERTISE, AND AVAILABILITY OF VICTIM ASSISTANCE COORDINATORS**

Contact information for the victim assistance coordinators must be readily available and easily obtainable by the public. Finding the name and phone number for the diocesan victim assistance coordinator should not be difficult or challenging for any victim/survivor. To have this information easily identifiable on the

diocesan Web site, in parish bulletins and bulletin boards, through special brochures, and in diocesan newspapers serves two purposes aside from *Charter* compliance: it sends a message to the victims that the Church cares about them, and it reinforces the commitment of the bishops to help heal the pain that has been caused by clergy sex abuse.

Additionally, to aid those victims who call when the coordinator is not available, it would be most helpful for the message on the diocesan/eparchial phone line to clearly identify the office/person as the location where assistance is available, to indicate the name of the victim assistance coordinator, and to make a short statement advising the victim that the diocese cares about his or her healing.

### **QUALIFICATIONS AND EXPERTISE OF DIOCESAN/EPARCHIAL PERSONNEL CHARGED WITH IMPLEMENTATION**

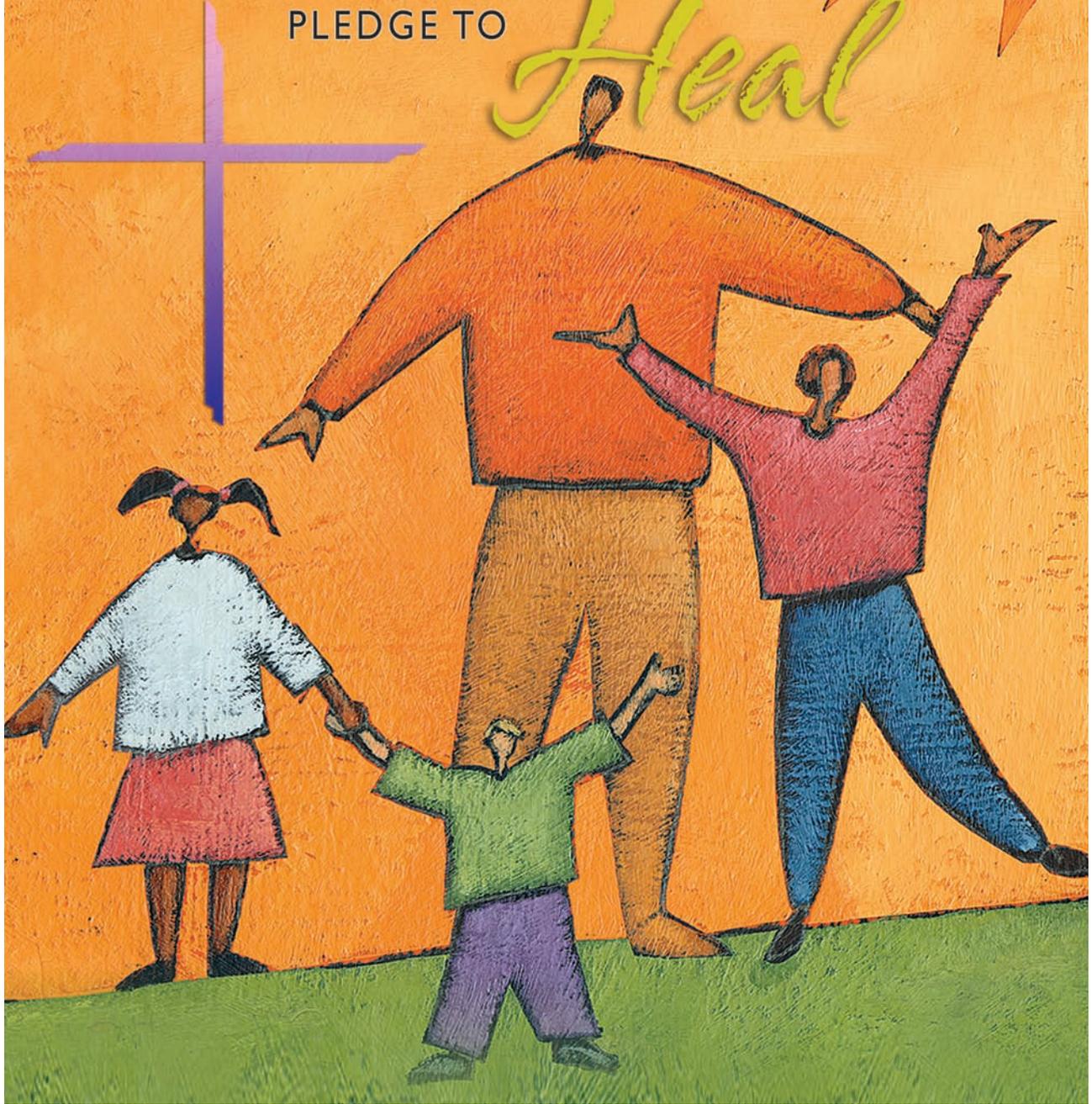
The diocese/eparchy needs to make sure the person responsible for seeing that the *Charter* is fully and completely implemented in the diocese/eparchy possesses the necessary skills and receives the resources and cooperation of all diocesan/eparchial personnel.

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# Appendices

## APPENDIX A

# 2005 Charter for the Protection of Children and Young People

### PREAMBLE

Since 2002, the Church in the United States has experienced a crisis without precedent in our times. The sexual abuse of children and young people by some deacons, priests, and bishops, and the ways in which these crimes and sins were addressed, have caused enormous pain, anger, and confusion. As bishops, we have acknowledged our mistakes and our roles in that suffering, and we apologize and take responsibility again for too often failing victims and the Catholic people in the past. From the depths of our hearts, we bishops express great sorrow and profound regret for what the Catholic people have endured.

With this revision of the *Charter for the Protection of Children and Young People*, we re-affirm our deep commitment to creating a safe environment within the Church for children and youth. We have listened to the profound pain and suffering of those victimized by sexual abuse and will continue to respond to their cries. We have agonized over the sinfulness, the criminality, and the breach of trust perpetrated by some members of the clergy. We have determined as best we can the extent of the problem of this abuse of minors by clergy in our country, and we await the results of a study of the causes and context of this problem.

We continue to have a special care for and a commitment to reaching out to the victims of sexual abuse and their families. The damage caused by sexual abuse of minors is devastating and long-lasting. We apologize to them for the grave harm that has been inflicted on them, and we offer our help for the future. The loss of trust that is often the consequence of such abuse becomes even more tragic when it leads to a loss of the faith that we have a sacred duty to foster. We make our own the words of His Holiness, Pope John Paul II: that the sexual abuse of young people is “by every standard wrong and rightly considered a crime by society;

it is also an appalling sin in the eyes of God” (Address to the Cardinals of the United States and Conference Officers, April 23, 2002).

Along with the victims and their families, the entire Catholic community in this country has suffered because of this scandal. In the last three years, the intense public scrutiny of the minority of the ordained who have betrayed their calling has caused the vast majority of faithful priests and deacons to experience enormous vulnerability to being misunderstood in their ministry and even to the possibility of false accusations. We share with them a firm commitment to renewing the image of the vocation to Holy Orders so that it will continue to be perceived as a life of service to others after the example of Christ our Lord.

We, who have been given the responsibility of shepherding God’s people, will, with his help and in full collaboration with all the faithful, continue to work to restore the bonds of trust that unite us. Words alone cannot accomplish this goal. It will begin with the actions we take in our General Assembly and at home in our dioceses and eparchies.

We feel a particular responsibility for the “the ministry of reconciliation” (2 Cor 5:18) which God, who reconciled us to himself through Christ, has given us. The love of Christ impels us to ask forgiveness for our own faults but also to appeal to all—to those who have been victimized, to those who have offended, and to all who have felt the wound of this scandal—to be reconciled to God and one another.

Perhaps in a way never before experienced, we have felt the power of sin touch our entire Church family in this country; but as St. Paul boldly says, God made Christ “to be sin who did not know sin, so that we might become the righteousness of God in him”

(2 Cor 5:21). May we who have known sin experience as well, through a spirit of reconciliation, God's own righteousness.

We know that after such profound hurt, healing and reconciliation are beyond human capacity alone. It is God's grace and mercy that will lead us forward, trusting Christ's promise: "for God all things are possible" (Mt 19:26).

In working toward fulfilling this responsibility, we have relied first of all on Almighty God to sustain us in faith and in the discernment of the right course to take.

We have received fraternal guidance and support from the Holy See that has sustained us in this time of trial.

We have relied on the Catholic faithful of the United States. Nationally and in each diocese, the wisdom and expertise of clergy, religious, and laity have contributed immensely to confronting the effects of the crisis and taking steps to resolve it. We are filled with gratitude for their great faith, for their generosity, and for the spiritual and moral support that we have received from them.

We acknowledge and affirm the faithful service of the vast majority of our priests and deacons and the love that their people have for them. They deservedly have our esteem and that of the Catholic people for their good work. It is regrettable that their committed ministerial witness has been overshadowed by this crisis.

In a special way, we acknowledge those victims of clergy sexual abuse and their families who have trusted us enough to share their stories and to help us appreciate more fully the consequences of this reprehensible violation of sacred trust.

Let there now be no doubt or confusion on anyone's part: For us, your bishops, our obligation to protect children and young people and to prevent sexual abuse flows from the mission and example given to us by Jesus Christ himself, in whose name we serve.

As we work to restore trust, we are reminded how Jesus showed constant care for the vulnerable. He

inaugurated his ministry with these words of the Prophet Isaiah:

The Spirit of the Lord is upon me,  
because he has anointed me  
to bring glad tidings to the poor.  
He has sent me to proclaim liberty to captives  
and recovery of sight to the blind,  
to let the oppressed go free,  
and to proclaim a year acceptable to the Lord.  
(Lk 4:18-19)

In Matthew 25, the Lord, in his commission to his apostles and disciples, told them that whenever they show mercy and compassion to the least ones, they show it to him.

Jesus extended this care in a tender and urgent way to children, rebuking his disciples for keeping them away from him: "Let the children come to me" (Mt 19:14). And he uttered a grave warning that for anyone who would lead the little ones astray, it would be better for such a person "to have a great millstone hung around his neck and to be drowned in the depths of the sea" (Mt 18:6).

We hear these words of the Lord as prophetic for this moment. With a firm determination to restore the bonds of trust, we bishops recommit ourselves to a continual pastoral outreach to repair the breach with those who have suffered sexual abuse and with all the people of the Church.

In this spirit, over the last three years, the principles and procedures of the *Charter* have been integrated into church life.

- The Office for Child and Youth Protection provides the focus for a consistent, ongoing, and comprehensive approach to creating a secure environment for young people throughout the Church in the United States.
- The Office also provides the means for us to be accountable for achieving the goals of the *Charter*, as demonstrated by its two reports on the implementation of the *Charter* based on independent compliance audits.

- The National Review Board is carrying on its responsibility to assist in the assessment of diocesan compliance with the *Charter* and to commission studies on the sexual abuse of minors, and it has issued its own *Report on the Crisis in the Catholic Church in the United States*.
- The descriptive study of the nature and scope of sexual abuse of minors by Catholic clergy in the United States, commissioned by the National Review Board, has been completed. The resulting study, examining the historical period 1950-2002, by the John Jay College of Criminal Justice provides us with a powerful tool not only to examine our past but also to secure our future against such misconduct.
- Victims' assistance coordinators are in place throughout our nation to assist dioceses in responding to the pastoral needs of those who have been injured by abuse.
- Diocesan/eparchial bishops in every diocese are advised and greatly assisted by diocesan review boards as the bishops make the decisions needed to fulfill the *Charter*.
- Safe environment programs are in place to assist parents and children—and those who work with children—in preventing harm to young people.

Through these steps and many others, we remain committed to the safety of our children and young people.

While it seems that the scope of this disturbing problem of sexual abuse of minors by clergy has been reduced over the last decade, the harmful effects of this abuse continue to be experienced both by victims and dioceses.

Thus it is with a vivid sense of the effort which is still needed to confront the effects of this crisis fully and with the wisdom gained by the experience of the last three years that we have reviewed and revised the *Charter for the Protection of Children and Young People*. We now re-affirm that we will assist in the healing of those who have been injured, will do all in our power to protect children and young people, and will work with our clergy, religious, and laity to restore trust and harmony in our faith communities, as we pray for God's kingdom to come, here on earth, as it is in heaven.

To make effective our goals of a safe environment within the Church for children and young people and of preventing sexual abuse of minors by clergy in the future, we, the members of the United States Conference of Catholic Bishops, have outlined in this *Charter* a series of practical and pastoral steps, and we commit ourselves to taking them in our dioceses and eparchies.

### **TO PROMOTE HEALING AND RECONCILIATION WITH VICTIMS/SURVIVORS OF SEXUAL ABUSE OF MINORS**

**ARTICLE 1.** Dioceses/eparchies are to reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well-being. The first obligation of the Church with regard to the victims is for healing and reconciliation. Each diocese/eparchy is to continue its outreach to every person who has been the victim of sexual abuse\* as a minor by anyone in church service, whether the abuse was recent or occurred many years in the past. This outreach may include provision of counseling, spiritual assistance, support groups, and other social services agreed upon by the victim and the diocese/eparchy.

Through pastoral outreach to victims and their families, the diocesan/eparchial bishop or his representative is to offer to meet with them, to listen with patience and compassion to their experiences and concerns, and to share the “profound sense of solidarity and concern” expressed by His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers (April 23, 2002).

**ARTICLE 2.** Dioceses/eparchies are to have policies and procedures in place to respond promptly to any allegation where there is reason to believe that sexual abuse of a minor has occurred. Dioceses/eparchies are to have a competent person or persons to coordinate assistance for the immediate pastoral care of persons who report having been sexually abused as minors by clergy or other church personnel. The procedures for those making a complaint are to be readily available in printed form in the principal languages in which the liturgy is celebrated in the diocese/eparchy and be the subject of public announcements at least annually.

Dioceses/eparchies are also to have a review board that functions as a confidential consultative body to the bishop/eparch. The majority of its members are to be lay persons not in the employ of the diocese/eparchy (see Norm 5 in *Essential Norms for Diocesan/eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons*, 2006). This board is to advise the diocesan/eparchial bishop in his assessment of allegations of sexual abuse of minors and in his determination of a cleric's suitability for ministry. It is regularly to review diocesan/eparchial policies and procedures for dealing with sexual abuse of minors. Also, the board can review these matters both retrospectively and prospectively and give advice on all aspects of responses in connection with these cases.

**ARTICLE 3.** Dioceses/eparchies are not to enter into settlements which bind the parties to confidentiality unless the victim/survivor requests confidentiality and this request is noted in the text of the agreement.

### **TO GUARANTEE AN EFFECTIVE RESPONSE TO ALLEGATIONS OF SEXUAL ABUSE OF MINORS**

**ARTICLE 4.** Dioceses/eparchies are to report an allegation of sexual abuse of a person who is a minor to the public authorities. Dioceses/eparchies are to comply with all applicable civil laws with respect to the reporting of allegations of sexual abuse of minors to civil authorities and cooperate in their investigation in accord with the law of the jurisdiction in question.

Dioceses/eparchies are to cooperate with public authorities about reporting cases even when the person is no longer a minor.

In every instance, dioceses/eparchies are to advise victims of their right to make a report to public authorities and support this right.

**ARTICLE 5.** We affirm the words of His Holiness, Pope John Paul II, in his Address to the Cardinals of the United States and Conference Officers: "There is no place in the priesthood or religious life for those who would harm the young."

Sexual abuse of a minor by a cleric is a crime in the universal law of the Church (CIC, c. 1395 §2;

CCEO, c. 1453 §1). Because of the seriousness of this matter, jurisdiction has been reserved to the Congregation for the Doctrine of the Faith (*Motu proprio Sacramentorum sanctitatis tutela*, AAS 93, 2001). Sexual abuse of a minor is also a crime in all civil jurisdictions in the United States.

Diocesan/eparchial policy is to provide that for even a single act of sexual abuse of a minor\*—whenever it occurred—which is admitted or established after an appropriate process in accord with canon law, the offending priest or deacon is to be permanently removed from ministry and, if warranted, dismissed from the clerical state. In keeping with the stated purpose of this *Charter*, an offending priest or deacon is to be offered therapeutic professional assistance both for the purpose of prevention and also for his own healing and well-being.

The diocesan/eparchial bishop is to exercise his power of governance, within the parameters of the universal law of the Church, to ensure that any priest or deacon subject to his governance who has committed even one act of sexual abuse of a minor as described below (see note) shall not continue in ministry.

A priest or deacon who is accused of sexual abuse of a minor is to be accorded the presumption of innocence during the investigation of the allegation and all appropriate steps are to be taken to protect his reputation. He is to be encouraged to retain the assistance of civil and canonical counsel. If the allegation is not proven, every step possible is to be taken to restore his good name, should it have been harmed.

In fulfilling this article, dioceses/eparchies are to follow the requirements of the universal law of the Church and of the *Essential Norms* approved for the United States.

**ARTICLE 6.** There are to be clear and wellpublicized diocesan/eparchial standards of ministerial behavior and appropriate boundaries for clergy and for any other paid personnel and volunteers of the Church in positions of trust who have regular contact with children and young people.

**ARTICLE 7.** Dioceses/eparchies are to be open and transparent in communicating with the public about sexual abuse of minors by clergy within the confines of respect for the privacy and the reputation of the individuals involved. This is especially so with regard to informing parish and other church

communities directly affected by ministerial misconduct involving minors.

### **TO ENSURE THE ACCOUNTABILITY OF OUR PROCEDURES**

**ARTICLE 8.** By the authority of the United States Conference of Catholic Bishops, the mandate of the Ad Hoc Committee on Sexual Abuse is renewed, and it is now constituted the Committee for the Protection of Children and Young People. It becomes a standing committee of the Conference. Its membership is to include representation from all the episcopal regions of the country, with new appointments staggered to maintain continuity in the effort to protect children and youth.

The Committee is to advise the USCCB on all matters related to child and youth protection and is to oversee the development of the plans, programs, and budget of the Office of Child and Youth Protection. It is to provide the USCCB with comprehensive planning and recommendations concerning child and youth protection by coordinating the efforts of the Office and the National Review Board.

**ARTICLE 9.** The Office for Child and Youth Protection, established by the Conference of Catholic Bishops, is to staff the Committee for the Protection of Children and Young People and be a resource for dioceses/eparchies for the implementation of “safe environment” programs and for suggested training and development of diocesan personnel responsible for child and youth protection programs, taking into account the financial and other resources, as well as the population, area, and demographics of the diocese/eparchy.

The Office is to produce an annual public report on the progress made in implementing and maintaining the standards in this *Charter*. The report is to be based on an annual audit process whose method, scope, and cost are to be approved by the Administrative Committee on the recommendation of the Committee for the Protection of Children and Young People. This public report is to include the names of those dioceses/eparchies which the audit shows are not in compliance with the provisions and expectations of the *Charter*.

As a member of the Conference staff, the Executive Director of the Office is appointed by and reports to the General Secretary. The Executive Director is to provide the Committee for the Protection of Children and Young People and the National Review Board with regular reports of the Office’s activities.

**ARTICLE 10.** The whole Church, especially the laity, at both the diocesan and national levels, needs to be engaged in maintaining safe environments in the Church for children and young people.

The Committee for the Protection of Children and Young People is to be assisted by the National Review Board, a consultative body established in 2002 by the USCCB. The Board will review the annual report of the Office of Child and Youth Protection on the implementation of this *Charter* in each diocese/eparchy and any recommendations that emerge from it, and offer its own assessment regarding its approval and publication to the Conference President.

The Board will also advise the Conference President on future members. The Board members are appointed by the Conference President in consultation with the Administrative Committee and are accountable to him and to the USCCB Executive Committee. Before a candidate is contacted, the Conference President is to seek and obtain, in writing, the endorsement of the candidate’s diocesan bishop. The Board is to operate in accord with the statutes and bylaws of the USCCB and within procedural guidelines to be developed by the Board in consultation with the Committee for the Protection of Children and Young People and approved by the USCCB Administrative Committee. These guidelines are to set forth such matters as the Board’s purpose and responsibility, officers, terms of office, and frequency of reports to the Conference President on its activities.

The Board will offer its advice as it collaborates with the Committee for the Protection of Children and Young People on matters of child and youth protection, specifically on policies and best practices. The Board and Committee for the Protection of Children and Young People will meet jointly several times a year.

The Board will review the work of the Office of Child and Youth Protection and make recommendations to the Director. It will assist the Director in the development of resources for dioceses.

The Board is to oversee the completion of the study of the causes and context of the recent crisis. The Board will offer its assessment of the data gathered and preliminary results to the Committee for the Protection of Children and Young People as the study moves forward.

**ARTICLE 11.** The President of the Conference is to inform the Holy See of this revised *Charter* to indicate the manner in which we, the Catholic bishops, together with the entire Church in the United States, intend to continue our commitment to the protection of children and young people. The President is also to share with the Holy See the annual reports on the implementation of the *Charter*.

### **TO PROTECT THE FAITHFUL IN THE FUTURE**

**ARTICLE 12.** Dioceses/eparchies are to maintain “safe environment” programs which the diocesan/eparchial bishop deems to be in accord with Catholic moral principles. They are to be conducted cooperatively with parents, civil authorities, educators, and community organizations to provide education and training for children, youth, parents, ministers, educators, volunteers, and others about ways to make and maintain a safe environment for children and young people. Dioceses/eparchies are to make clear to clergy and all members of the community the standards of conduct for clergy and other persons in positions of trust with regard to children.

**ARTICLE 13.** Dioceses/eparchies are to evaluate the background of all incardinated and non-incardinated priests and deacons who are engaged in ecclesiastical ministry in the diocese/eparchy and of all diocesan/eparchial and parish/school or other paid personnel and volunteers whose duties include ongoing, unsupervised contact with minors. Specifically, they are to utilize the resources of law enforcement and other community agencies. In addition, they are to employ adequate screening and evaluative techniques in deciding the fitness of candidates for ordination (cf. United States Conference of Catholic Bishops, *Program of Priestly Formation* [Fifth Edition], 2006, no. 39).

**ARTICLE 14.** Transfers of clergy who have committed an act of sexual abuse against a minor for residence, including retirement, shall be as in accord with Norm 12 of the Essential Norms. (Cf. *Proposed Guidelines on the Transfer or Assignment of Clergy and Religious*, adopted by the USCCB, the Conference of Major Superiors of Men, the Leadership Conference of Women Religious, and the Council of Major Superiors of Women Religious in 1993.)

**ARTICLE 15.** To ensure continuing collaboration and mutuality of effort in the protection of children and young people on the part of the bishops and religious ordinaries, two representatives of the Conference of Major Superiors of Men are to serve as consultants to the Committee for the Protection of Children and Young People. At the invitation of the Major Superiors, the Committee will designate two of its members to consult with its counterpart at CMSM. Diocesan/eparchial bishops and major superiors of clerical institutes or their delegates are to meet periodically to coordinate their roles concerning the issue of allegations made against a cleric member of a religious institute ministering in a diocese/eparchy.

**ARTICLE 16.** Given the extent of the problem of the sexual abuse of minors in our society, we are willing to cooperate with other churches and ecclesial communities, other religious bodies, institutions of learning, and other interested organizations in conducting research in this area.

**ARTICLE 17.** We pledge our complete cooperation with the Apostolic Visitation of our diocesan/eparchial seminaries and religious houses of formation recommended in the Interdicasterial Meeting with the Cardinals of the United States and the Conference Officers in April 2002.

We commit ourselves to work individually in our dioceses/eparchies and together as a Conference, through the appropriate committees, to strengthen our programs both for initial priestly formation and for the ongoing formation of priests. With new urgency, we will promote programs of human formation for chastity and celibacy for both seminarians and priests based upon the criteria found in *Pastores Dabo Vobis*, the *Program of Priestly Formation*, and the *Basic Plan for the Ongoing Formation of Priests*. We will

continue to assist priests, deacons, and seminarians in living out their vocation in faithful and integral ways.

We bishops and eparchs commit ourselves to work as one with our brother priests and deacons to foster reconciliation among all people in our dioceses/eparchies, especially with those individuals who were themselves abused and the communities that have suffered because of the sexual abuse of minors that occurred in their midst.

## CONCLUSION

As we wrote three years ago, “It is within this context of the essential soundness of the priesthood and of the deep faith of our brothers and sisters in the Church that we know that we can meet and resolve this crisis for now and the future.”

We wish to reaffirm once again that the vast majority of priests and deacons serve their people faithfully and that they have the esteem and affection of their people. They also have our love and esteem and our commitment to their good names and well-being.

An essential means of dealing with the crisis is prayer for healing and reconciliation, and acts of reparation for the grave offense to God and the deep wound inflicted upon his holy people. Closely connected to prayer and acts of reparation is the call to holiness of life and the care of the diocesan/eparchial bishop to ensure that he and his priests avail themselves of the proven ways of avoiding sin and growing in holiness of life.

It is with reliance on prayer and penance that we renew the pledges which we made in the original *Charter*:

**We pledge most solemnly to one another and to you, God’s people, that we will work to our utmost for the protection of children and youth.**

**We pledge that we will devote to this goal the resources and personnel necessary to accomplish it.**

**We pledge that we will do our best to ordain to the priesthood and put into positions of trust only those who share this commitment to protecting children and youth.**

**We pledge that we will work toward healing and reconciliation for those sexually abused by clerics.**

Much has been done to honor these pledges. We devoutly pray that God who has begun this good work in us will bring it to fulfillment.

This *Charter* is published for the dioceses/eparchies of the United States. It is to be reviewed again in five years by the Committee for the Protection of Children and Young People with the advice of the National Review Board. The results of this review are to be presented to the full Conference of Bishops for confirmation.

## NOTE

\* In accord with *Sacramentorum sanctitatis tutela* (SST), article 4 §1, sexual abuse, for purposes of this *Charter*, shall include any offense by a cleric against the Sixth Commandment of the Decalogue with a minor as understood in the *Code of Canon Law*, c. 1395 §2 (“A cleric who in another way has committed an offense against the sixth commandment of the Decalogue, if the delict was committed by force or threats or publicly or with a minor below the age of sixteen years [raised in SST to eighteen years which has been the age of majority for the USA since 1994], is to be punished with just penalties, not excluding dismissal from the clerical state if the case so warrants”) and the *Code of Canons of the Eastern Churches*, c. 1453 §1 (“A cleric who lives in concubinage or gives permanent scandal by publicly sinning against chastity is to be punished with a suspension, to which, other penalties can be gradually added up to deposition, if he persists in the offense”).

If there is any doubt whether a specific act qualifies as an external, objectively grave violation, the writings of recognized moral theologians should be consulted, and the opinions of recognized experts should be appropriately obtained (*Canonical Delicts Involving Sexual Misconduct and Dismissal from the Clerical State*, 1995, p. 6). Ultimately, it is the responsibility of the diocesan bishop/eparch, with the advice of a qualified review board, to determine the gravity of the alleged act.

APPENDIX B



**Center for Applied Research in the Apostolate  
2008 Annual Survey of Allegations and Costs**

*This questionnaire is designed to survey dioceses and eparchies about credible accusations of abuse and the costs in dealing with these allegations. The results will be used to demonstrate progress in implementing the Charter for the Protection of Children and Young People and reducing the incidence of sexual abuse within the Church.*

**All data collected here are entirely confidential. Only national aggregate results will be reported.**

**ALL DATA REPORTED HERE REFER TO THE PRECEDING CALENDAR YEAR –  
JANUARY 1-DECEMBER 31, 2008.**

**ALLEGATIONS**

*NOTE: An allegation is defined as one victim alleging an act or acts of abuse by one alleged perpetrator. Only credible allegations (those that bear the “semblance of truth”) are appropriate for inclusion in this survey.*

625 1. Total number of new credible allegations of sexual abuse of a minor reported against a priest or deacon in the diocese between January 1 and December 31, 2007. (Do not include clergy that are members of religious institutes as they will be reported by their religious institutes).

1 2. Of the total number in item 1, the number of allegations that involved only child pornography.

*Of the total number in item 1, the number that were first reported to the diocese/eparchy by:*

Choose only one category for each allegation. (The sum of items 3-9 should equal item 1).

<u>311</u> 3. Victim.	<u>9</u> 7. Law enforcement.
<u>51</u> 4. Family member of the victim.	<u>25</u> 8. Bishop or official from another diocese.
<u>6</u> 5. Friend of the victim.	<u>30</u> 9. Other: _____
<u>189</u> 6. Attorney.	

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

522 10. Male.  
98 11. Female.

*Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims in each age category when the alleged abuse began: (Choose only one category for each allegation).*

141 12. 0-9.  
323 13. 0-14.  
122 14. 15-17.  
33 15. Age unknown.

*Of the total number in item 1, the number that are alleged to have began in:*

Choose only one category for each allegation. (The sum of items 16-29 should equal item 1).

<u>38</u> 16. 1954 or earlier.	<u>85</u> 21. 1975-1979.	<u>4</u> 26. 2000-2004.
<u>48</u> 17. 1955-1959.	<u>77</u> 22. 1980-1984.	<u>7</u> 27. 2005-2007.
<u>75</u> 18. 1960-1964.	<u>37</u> 23. 1985-1989.	<u>10</u> 28. 2008.
<u>83</u> 19. 1965-1969.	<u>11</u> 24. 1990-1994.	<u>28</u> 29. Time period unknown.
<u>108</u> 20. 1970-1974.	<u>13</u> 25. 1995-1999.	

78 30a. Total number of new credible allegations received between January 1 and December 31, 2008 that were unsubstantiated or determined to be false by December 31, 2008.

51 30b. Total number of credible allegations received prior to January 1, 2008 that were unsubstantiated or determined to be false between January 1 and December 31, 2008.

**ALLEGED PERPETRATORS**

*NOTE: Include any perpetrators who are or were ordained members of the clergy legitimately serving in or assigned to the diocese or eparchy at the time the credible allegation(s) was alleged to have occurred. Do not include clergy that are members of religious institutes as they will be reported by their religious institutes.*

423 31. Total number of priests or deacons against whom new credible allegations of sexual abuse of a minor have been reported between January 1 and December 31, 2008.

*Of the total number in item 31, how many were in each category below at the time of the alleged abuse? Choose only one category for each alleged perpetrator. (The sum of items 32-37 should equal item 31).*

- 359 32. Diocesan priests ordained for this diocese or eparchy.
- 18 33. Diocesan priests incardinated later in this diocese or eparchy.
- 12 34. Extern diocesan priests from another U.S. diocese serving in this diocese or eparchy.
- 11 35. Extern diocesan priests from a diocese outside the United States serving in this diocese or eparchy.
- 11 36. Permanent deacons.
- 12 37. Other: \_\_\_\_\_.

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

- 250 38. Have had one or more previous allegations reported against them prior to January 1, 2008.
- 351 39. Are deceased, already removed from ministry, already laicized, or missing.
- 20 40. Have been permanently removed or retired from ministry between January 1 and December 31, 2008 based on allegations of abuse.
- 7 41. Have been returned to ministry between January 1 and December 31, 2008 based on the resolution of allegations of abuse.
- 28 42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2008).
- 10 43. Remain in active ministry pending investigation of allegations (as of December 31, 2008).

*Indicate the total number of alleged perpetrators identified prior to January 1, 2008 that:*

- 33 44. Were permanently removed or retired from ministry between January 1 and December 31, 2008 based on allegations of abuse.
- 9 45. Were returned to ministry between January 1 and December 31, 2008 based on the resolution of allegations of abuse.
- 93 46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2008).
- 30 47. Remain in active ministry pending investigation of allegations (as of December 31, 2008).

**COSTS**

*Indicate the approximate total amount of funds expended by the diocese between January 1 and December 31, 2008 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):*

- \$324,181,740 48. All settlements paid to victims.
- \$7,114,697 49. Payments for therapy for victims (if separate from settlements).
- \$11,605,914 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).
- \$29,572,948 51. Payments for attorneys' fees.
- \$3,766,432 52. Other: \_\_\_\_\_.
- 38% 53. Approximate percentage of the amount in items 48-52 that was covered by diocesan insurance.

\$23,303,868 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

*In the event it is necessary for CARA to contact you for clarification about the data reported here, please supply the following information. This contact information will not be recorded in the database.*

Name and title of person completing this form: \_\_\_\_\_  
 Arch/Diocese: \_\_\_\_\_ Phone: \_\_\_\_\_

**Thank you for completing this survey.**

APPENDIX C



**Center for Applied Research in the Apostolate  
2008 Annual Survey of Allegations and Costs**

*This questionnaire is designed to survey religious institutes, societies of apostolic life or the separate provinces thereof and will be used to demonstrate progress in implementing the Charter for the Protection of Children and Young People and reducing the incidence of sexual abuse within the Church.*

**All data collected here are entirely confidential. Only national aggregate results will be reported.**

**ALL DATA REPORTED HERE REFER TO THE PRECEDING CALENDAR YEAR –  
JANUARY 1-DECEMBER 31, 2008.**

**ALLEGATIONS**

*NOTE: An allegation is defined as one victim alleging an act or acts of abuse by one alleged perpetrator. Only credible allegations (those that bear the “semblance of truth”) are appropriate for inclusion in this survey.*

178 1. Total number of new credible allegations of sexual abuse of a minor reported against a priest or deacon in the religious institute between January 1 and December 31, 2008. **(Only include members of the religious institute who are clergy. Allegations against religious brothers should NOT be reported).**

2 2. Of the total number in item 1, the number of allegations that involved only child pornography.

*Of the total number in item 1, the number that were first reported to the religious institute by:*

Choose only one category for each allegation. (The sum of items 3-9 should equal item 1).

<u>41</u> 3. Victim.	<u>6</u> 7. Law enforcement.
<u>6</u> 4. Family member of the victim.	<u>18</u> 8. Bishop or other official from a diocese.
<u>0</u> 5. Friend of the victim.	<u>2</u> 9. Other: _____.
<u>105</u> 6. Attorney.	

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

118 10. Male.  
58 11. Female.

*Of the total number in item 1 (excluding the solely child pornography cases), the number of alleged victims in each age category when the alleged abuse began:* (Choose only one category for each allegation).

15 12. 0-9.  
53 13. 10-14.  
25 14. 15-17.  
80 15. Age unknown.

*Of the total number in item 1, the number that are alleged to have begun in:*

Choose only one category for each allegation. (The sum of items 16-28 should equal item 1).

<u>8</u> 16. 1954 or earlier.	<u>11</u> 21. 1975-1979.	<u>2</u> 26. 2000-2004.
<u>10</u> 17. 1955-1959.	<u>9</u> 22. 1980-1984.	<u>1</u> 27. 2005-2007.
<u>28</u> 18. 1960-1964.	<u>9</u> 23. 1985-1989.	<u>3</u> 28. 2008.
<u>47</u> 19. 1965-1969.	<u>4</u> 24. 1990-1994.	<u>21</u> 29. Time period unknown.
<u>21</u> 20. 1970-1974.	<u>2</u> 25. 1995-1999.	

20 30a. Total number of new credible allegations received between January 1 and December 31, 2008 that were unsubstantiated or determined to be false by December 31, 2008.

14 30b. Total number of credible allegations received prior to January 1, 2008 that were unsubstantiated or determined to be false between January 1 and December 31, 2008.

**ALLEGED PERPETRATORS**

*NOTE: Include any perpetrators who are or were ordained members of the religious clergy legitimately serving in or assigned to a diocese or eparchy or within the religious institute at the time the credible allegation(s) was alleged to have occurred. Include **only clergy (NOT RELIGIOUS BROTHERS)** that are members of religious institutes.*

95 31. Total number of priests or deacons against whom new credible allegations of sexual abuse of a minor have been reported between January 1 and December 31, 2008.

*Of the total number in item 31, how many were in each category below at the time of the alleged abuse? Choose only one category for each alleged perpetrator. (The sum of items 32-37 should equal item 31).*

78 32. Religious priests of this province assigned within the United States.  
6 33. Religious priests of this province assigned outside of the United States.  
9 34. Religious priests formerly of this province but no longer a member of the religious institute.  
5 35. Religious priests not of this province but serving in this province of the religious institute.  
0 36. Deacon members of the religious institute.  
1 37. Other: \_\_\_\_\_.

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

43 38. Have had one or more previous allegations reported against them prior to January 1, 2008.  
66 39. Are deceased, already removed from ministry, already laicized, or missing.  
11 40. Have been permanently removed or retired from ministry between January 1 and December 31, 2008 based on allegations of abuse.  
2 41. Have been returned to ministry between January 1 and December 31, 2008 based on the resolution of allegations of abuse.  
9 42. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2008).  
1 43. Remain in active ministry pending investigation of allegations (as of December 31, 2008).

*Indicate the total number of alleged perpetrators identified **prior to January 1, 2008** that:*

13 44. Were permanently removed or retired from ministry between January 1 and December 31, 2008 based on allegations of abuse.  
5 45. Were returned to ministry between January 1 and December 31, 2008 based on the resolution of allegations of abuse.  
10 46. Remain temporarily removed from ministry pending investigation of allegations (as of December 31, 2008).  
2 47. Remain in active ministry pending investigation of allegations (as of December 31, 2008).

**COSTS**

*Indicate the approximate total amount of funds expended by the religious institute between January 1 and December 31, 2008 for payments as the result of allegations of sexual abuse of a minor (notwithstanding the year in which the allegation was received):*

\$50,226,814 48. All settlements paid to victims.  
\$792,426 49. Payments for therapy for victims (if separate from settlements).  
\$2,620,194 50. Payments for support for offenders (including living expenses, legal expenses, therapy, etc.).  
\$5,856,003 51. Payments for attorneys' fees.  
\$406,029 52. Other: \_\_\_\_\_.  
19% 53. Approximate percentage of the amount in items 48-52 that was covered by insurance of the religious institute.  
\$1,254,630 54. Total amount paid for all child protection efforts (training programs, background checks, etc.).

*In the event it is necessary for CARA to contact you for clarification about the data reported here, please supply the following information. This contact information will not be recorded in the database.*

Name and title of person completing this form: \_\_\_\_\_  
 Institute: \_\_\_\_\_ Phone: \_\_\_\_\_

**Thank you for completing this survey.**

Center for Applied Research in the Apostolate (CARA) at Georgetown University, Washington, DC 20057-1203  
 Phone: 202-687-8080 Fax: 202-687-8083 E-mail CARA@georgetown.edu

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APPENDIX D

# Directory of Victim Assistance Coordinators

In an effort to help victims/survivors locate a diocesan/eparchial VAC, the USCCB Secretariat of Child and Youth Protection lists on its Web site the names and contact information for each diocesan/eparchial VAC. This information can be found at [www.usccb.org/ocyp/helpandhealing.shtml](http://www.usccb.org/ocyp/helpandhealing.shtml). The current VAC information from the SCYP site is also provided in this Appendix. Those dioceses/eparchies without information listed did not furnish the information to the Secretariat when asked or did not wish it posted.

## Victim Assistance Coordinators

DIOCESE	VICTIM ASSISTANCE COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Albany	Theresa F. Rodrigues	518-453-6646	<a href="mailto:assistance.coordinator@rcda.org">assistance.coordinator@rcda.org</a>
Alexandria	Patrick McCusker Mary Girard	318-445-6424 x206 318-623-3804 318-449-8571 x13	<a href="mailto:pmccusker@diocesealex.org">pmccusker@diocesealex.org</a> <a href="mailto:marygirard@bellsouth.net">marygirard@bellsouth.net</a>
Allentown	Helen Kelleher	800-791-9209	<a href="mailto:hkelleher@allentowndiocese.org">hkelleher@allentowndiocese.org</a>
Altoona-Johnstown	Sr. Marilyn Welch	814-693-9333	<a href="mailto:srmarilyn@msn.com">srmarilyn@msn.com</a>
Amarillo	Belinda Taylor	806-373-5232 800-658-6643 806-372-1092	<a href="mailto:Wesley@amaonline.com">Wesley@amaonline.com</a>
Anchorage	Rosemary Insley	248-885-2406	<a href="mailto:rinsley@aol.com">rinsley@aol.com</a>
Arlington	Patricia Mudd, ACSW Kathryn Kramer, LCSW	703- 841-2530 703-841-2759	<a href="mailto:p.mudd@arlingtondiocese.org">p.mudd@arlingtondiocese.org</a> <a href="mailto:k.kramer@arlingtondiocese.org">k.kramer@arlingtondiocese.org</a>
Atlanta	Sue Stubbs	404-885-7459	<a href="mailto:sstubbs@archatl.com">sstubbs@archatl.com</a>
Austin	Patricia Stankus	512-917-0027	<a href="mailto:pstankus@realtime.net">pstankus@realtime.net</a>
Baker	Dr. Angelina Montoya	541-678-5652	<a href="mailto:Montoyamd@bendbroadband.com">Montoyamd@bendbroadband.com</a>
Baltimore	Judy Dobson, LCSW	866-417-7469	<a href="mailto:assistance@archbalt.org">assistance@archbalt.org</a>
Baton Rouge	Amy Cordon	225-387-0561 x223 225-242-0202	<a href="mailto:acordon@diobr.org">acordon@diobr.org</a>
Beaumont	Becky Richard	409-835-7118 x4433	<a href="mailto:brichard@catholiccharitiesbmt.org">brichard@catholiccharitiesbmt.org</a>
Belleville	Lynn Muscarello	618-212-0050 x104	<a href="mailto:lmuscarello@diobelle.org">lmuscarello@diobelle.org</a>
Biloxi	Sr. Mary Riordan, RSM	228-760-0223	<a href="mailto:srmariyriordan@bellsouth.net">srmariyriordan@bellsouth.net</a>
Birmingham	Jerry Neighbors	205-776-7186 205-838-8316	<a href="mailto:ocps@bhmdiocese.org">ocps@bhmdiocese.org</a>
Bismarck	Joel Melarvie	701-223-1347	<a href="mailto:jmelarvie@bismarckdiocese.com">jmelarvie@bismarckdiocese.com</a>
Boise	Melaney Swenson	208-345-6031 x113	<a href="mailto:mswenson@ccidaho.org">mswenson@ccidaho.org</a>
Boston	Barbara Thorp	781-794-2581 x14	<a href="mailto:Barbara_Thorp@rcab.org">Barbara_Thorp@rcab.org</a>
Bridgeport	Erin Neil, MSW Billy Hoey, MSW	203-650-3265 203-241-0987	<a href="mailto:eneil@diobpt.org">eneil@diobpt.org</a> <a href="mailto:bhoey@ccfc-ct.org">bhoey@ccfc-ct.org</a>
Brooklyn	Sr. Ellen Patricia Finn, OP, M.ed, LMSW	718-722-6050	<a href="mailto:srepfinn@ccbq.org">srepfinn@ccbq.org</a>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Brooklyn Armenian Excharate	Sr. Ellen Patricia Finn, OP, M.ed, LMSW	718-722-6050	srepfinn@ccbq.org
Brownsville	Walter Lukaszek	956-784-5066 956-457-0010 (cell)	Wlukaszek@aol.com or wlukaszek@cdob.org
Buffalo	Kathryn Marsh	716-895-3010	Kathy.marsh@ccwny.org
Burlington	Ellie Calabrese Sr. Susan Fortier	866-482-2488 802-658-6111	
Camden	Barbara Gondek	800-964-6588	
Charleston	Louisa Storen	843-856-0748 800-921-8122	Louisa@southcarolina.com
Charlotte	David Harold	704-370-3363	dwharold@charlottediocese.org
Cheyenne	Deacon Rolland Raboin	307-532-1571	rraboin@vistabeam.com
Chicago	Mayra Flores Matt Hunnicutt	312-751-8267 312-751-8256	mhunnicutt@archchicago.org mflores@archchicago.org
Cincinnati	Sr. Mary Garke	513-421-3131 x2865	mgarke@catholiccincinnati.org
Cleveland	Sr. Laura Bouhall, OSU	216-696-6525 x2060	lbouhall@dioceseofcleveland.org
Colorado Springs	Barbara Mahoney, RN, MA, CS	719-649-8895	michaelaandb@msn.com
Columbus	Msgr. Stephan J. Moloney	614-224-2251	smoloney@coldioc.org
Corpus Christi	Grace Rank	361-882-6191	grank@diocesec.org
Covington	Margaret M. Schack	859-392-1515	mschack@covingtondiocese.org
Crookston	Louann C. McGlynn	218-637-2010	lmcglynn@crookston.org
Dallas	Mary Edlund	214-528-2240 x2817	medlund@cathdal.org
Davenport	Alicia Owens, LBSW	563-349-5002	vacdav@attglobal.net
Denver	Christopher Pond	303-715-3226	Chris.Pond@archden.org
Des Moines	Jo Mulvihill	515-286-2031	jmulvih@co.polk.ia.us advocate@dmdiocese.org
Detroit	Tamara Hagar	866-343-8055	hagart@cssoc.org
Dodge City	Donna Staab	620-792-2098	donna@cpcis.net
Dubuque	Tom Anderegg, PhD Joan Manternach Hoffman	563-556-1225 866-319-4636	TJABEGG@aol.com jhoffman@netins.net
Duluth	Tab Baumgartner	218-249-5495	tbaumgartner@slhduluth.com
El Cajon, Eparchy of St. Peter the Apostle	Fr. Sabri A. Kejbo Neda River Kheloud Allos	619-341-1122	sd.michaels@cox.net
El Paso	Susan Martinez	915-872-8465	smartinez@elpasodiocese.org
Erie	Dr. Robert J. Nelsen	814-871-7723	nelsen001@gannon.edu
Evansville	Dr. Rebecca Luzio	812-490-9565	rluzio@luzioassociates.com
Fairbanks	Madeline C. Lambert Nance	907-374-9551	family@cbna.org
Fall River	Arlene McNamee	508-674-4681	arlmac@cssdioc.org
Fargo	Briston Fernandes	701-356-7965	victimassistance@fargodiocese.org
Fort Wayne–South Bend	Mary Glowaski	260-744-3682	mglowaski@verizon.net
Fort Worth	Judy Locke	817-560-3300 x201	jlocke@fwdioc.org
Fresno	Teresa Dominguez	559-584-4349	tadominguez@sbcglobal.net

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Gallup	Sr. Mary Thurlough	505-722-4407	<i>mthurlough@yahoo.com</i>
Galveston-Houston	Sr. Maureen O'Connell	713-654-5799	<i>moconnell@archgh.org</i>
Gary	Anthony Panazzo	219-844-4883	<i>apanazzo@catholic-charities.org</i>
Gaylord	Candace Neff	989-732-5147	<i>cneff@dioceseofgaylord.org</i>
Grand Island	Elizabeth Heidt Kozisek	308-382-6565 308-382-1764	<i>BHeidt@gidiocese.org</i>
Grand Rapids	Deborah McCormack	616-243-9122	<i>dmccormack@ccwestmi.org</i>
Great Falls–Billings	Sr. Kathleen Kane, OP	406-378-2250	<i>kkop@itstriangle.com</i>
Green Bay	Ann Fox	877-270-8174 920-272-8174	<i>afox@gbdioc.org</i>
Greensburg	Fr. Raymond Riffle Dr. Paul Niemiec	724-837-1840 x655	<i>rriffle@dioceseofgreensburg.org</i> <i>pniemiec@dioceseofgreensburg.org</i>
Harrisburg	Mark A. Totaro, PhD	717-657-4804 x274	<i>mtotaro@hbgdiocese.org</i>
Hartford	Sr. Mary Kelly, CSJ	860-541-6491	<i>sr.maryk@aohct.org</i>
Helena	Rita McGinnis, SCL	406-442-5820 x23 800-584-8914	<i>rmcginnis@diocesehelena.org</i>
Honolulu	Rev. Khanh Hoang Joseph Bloom	808-822-4804 808-535-0159	<i>khoang@rcchawaii.org</i> <i>bloomj@catholiccharitieshawaii.org</i>
Houma-Thibodaux	Sue Blanchard	985-850-3140	<i>sblanchard@htdiocese.org</i>
Indianapolis	Jane Link	800-382-9836 x1548	
Jackson	Louise Dillon, LCSW	601-327-3728	<i>louise.dillon@</i> <i>catholiccharitiesjackson.org</i>
Jefferson City	Ronald W. Vessell	573-635-9127 x224	<i>review@diojeffcity.org</i>
Joliet	Barbara Jarvis Paul	815-263-6467	<i>jarvispaul@sbcglobal.net</i>
Juneau	Robbie Izzard	907-586-2227 x25	<i>robbiei@gci.net</i>
Kalamazoo	Patrick Hall	269-349-8714 x246	<i>phall@dioceseofkalamazoo.org</i>
Kansas City in Kansas	Dr. Dennis Schemmel	913-909-2740	<i>schemmeld@umkc.edu</i>
Kansas City–St. Joseph (Missouri)	Leslie Guillot	816-361-2666	<i>LGuil45337@aol.com</i>
Knoxville	Marla Lenihan	865-482-1388	<i>mvlenihan@yahoo.com</i>
La Crosse	Daniel Lynch	715-832-6644 x11	<i>dlynch@cclse.org</i>
Lafayette, Louisiana	Carmer Falgout	337-237-0036	
Lafayette in Indiana	Carolyn Perry	756-455-8040	
Lake Charles	Rev. Whitney Miller	337-436-7275 x238 337-439-7400	<i>whitney.miller@lcdiocese.org</i>
Lansing	Msgr. Michael D. Murphy Msgr. Steven Raica Sally Ellis	517-342-2450 517-342-2454 517-342-2551 (after hours) 517-484-5331 or 5332	<i>mmurphy@dioceseoflansing.org</i> <i>sraica@dioceseoflansing.org</i> <i>sellis@dioceseoflansing.org</i>
Laredo	Mrs. Lucy R. Cardenas	956-727-2140 x7825	<i>mchancellor3@dioceseoflaredo.org</i>
Las Cruces	Dr. Wayne Pribble	505-523-7577	<i>wpribble@dioceseoflascruces.org</i>
Las Vegas	Ronald Vallence	702-469-5992	
Lexington	Nelda Stephens Jackson	859-253-1993 x214	<i>njackson@cdlex.org</i>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Lincoln	Msgr. Dan Seiker	402-784-2511	<i>fr.daniel.seiker@cdolinc.net</i>
Lithuanian Catholics Outside Lithuania	Sheryl Stapleton		
Little Rock	Dr. George Simon Dr. Sherry Simon		<i>sherrysimon@sbcglobal.net</i> <i>georgeksimon@sbcglobal.net</i>
Los Angeles	Mrs. Suzanne Healy	213-637-7650	<i>sdhealy@la-archdiocese.org</i>
Louisville	Tom Robbins	502-636-1044	<i>trobbsin@archlou.org</i>
Lubbock	Charlotte Amato	806-792-6168 x223	<i>camato@ctkcathedral.org</i>
Madison	Kevin Phelan	608-821-3162	<i>kevin.phelan@straphael.org</i>
Manchester	Joseph P. Naff	603-668-0014 x233	<i>jnaff@nh-cc.org</i>
Marquette	Rosalyn Groves Patricia Johnson	866-857-6459 906-474-9102	<i>regroves@chartermi.net</i> <i>johnsonpj@ironbay.net</i>
Memphis		901-652-4353	
Metuchen	Carmen Diaz-Petti	908-722-1881	<i>cdiaz@ccdom.org</i>
Miami	Patricia Stockton	305-762-1097 866-802-2873	<i>PStockton@theadom.org</i>
Military Services	John Schlageter	202-719-3635	<i>JSchlageter@milarch.org</i>
Milwaukee	Amy Peterson	414-758-2232	<i>PetersonA@archmil.org</i>
Mobile	Fr. Jim Cink	251-434-1559	<i>childprotection@bellsouth.net</i>
Monterey	Carol Kaplan	800-321-5220 831-373-4345	
Nashville	Deacon Hans Toecker	615-783-0765 800-383-6391 x165	<i>Hans.Toecker@dioceseofnashville.com</i>
New Orleans	Sr. Carmelita Centanni	504-861-6253	<i>srcarmelita@archdiocese-no.org</i>
New Ulm	Chris Loetscher	507-359-2966	<i>cloetscher@dnu.org</i>
New York	Deacon Lawrence O'Toole Sr. Eileen Clifford, OP	914-594-4646 212-371-1000 x2949	<i>victimassistance@archny.org</i>
Newark	Sr. Julie M. Willis, LCSW	973-983-2456	
Newton (Greek-Melkite)	Rev. Daniel Munn	706-738-5623	
Norwich	Marie Twomey	800-624-7407 860-889-4455	
Oakland	Sr. Glenn Anne McPhee, OP	510-267-8334	<i>gmcphree@oakdiocese.org</i>
Ogdensburg	Terri Anne Yanulavich	518-561-3100	<i>aycsn@westelcom.com</i>
Oklahoma City	Jennifer Goodrich	405-721-5651 x150	<i>jgoodrich@catharchdioceseokc.org</i>
Omaha	Mary Beth Hanus	402-827-3798	<i>mbhanus@archomaha.org</i>
Orange	Herminia Shea-Martinez	800-364-3064	
Orlando	Heidi Peckham, LMHC	407-246-4866	<i>hpeckham@orlandodiocese.org</i>
Our Lady of Deliverance of Newark of the Syriacs	Dr. Mufid Al-Najaar, MD	201-583-1067 248-642-3388	<i>frsyriac@aol.com</i>
Our Lady of Lebanon of Los Angeles for Maronites	Dr. Nancy Brown Deacon Phil Hengen	314-633-2240 314-432-8667 (home) 314-792-7000 (work)	

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Owensboro	Rita Heinz	270-683-1545	<i>rita.heinz@pastoral.org</i>
Palm Beach	Terry Fretterd	561-801-0999	<i>tfretterd@cardinalnewman.com</i>
Parma (Byzantine Eparchy of)	Dr. Sharon Petrus	330-958-9630	
Passaic of the Ruthenians (Byzantine Eparchy of)			
Paterson	Peggy Zanello	973-879-1489	
Pensacola-Tallahassee	Danielle Malone Dr. James Gagnon	850-438-3131 x17 850-877-0205	<i>maloned@shc.ptdiocese.org</i>
Peoria	Ann Slaughter	309-635-2141	<i>ann_slaughter@hotmail.com</i>
Philadelphia	Karen Becker Louise Hagner Judy Cruz-Ransom Maggie Marshall	888-800-8780 215-587-3880	<i>kbecker@adphila.org</i> <i>lhagner@adphila.org</i> <i>jcransom@adphila.org</i> <i>mmarshall@adphila.org</i>
Philadelphia for Ukrainians	Andriy Rabiyy	267-303-8041 (cell)	<i>ukrchildprotection@catholic.org</i>
Phoenix	Jean Sokol, LCSW, LISAC	602-354-2396	<i>jsokol@diocesephoenix.org</i>
Pittsburgh	Rita E. Flaherty	412-456-3060 Toll-free hotline: 888-808-1235	<i>rflaherty@diopitt.org</i>
Pittsburgh, Byzantine Rite	Sr. Barbara Jean Mihalchick	724-438-7149 724-322-8787 (cell)	<i>sbjm45@yahoo.com</i>
Portland (Maine)	Sr. Rita Mae Bissonnette	207-321-7818	<i>ritamae.bissonnette@portlanddiocese.org</i>
Portland in Oregon	Cathy Shannon	503-233-8302	<i>cshannon@archdpdx.org</i>
Providence	Paula Loud	401-946-0728	<i>ploud@dioceseofprovidence.org</i>
Pueblo	Ms. Jayne Mazur, MS, MSW	719-544-4233	<i>jmazur@dioceseofpueblo.com</i>
Raleigh	Kathleen Walsh	866-535-SAFE	<i>safe@raldioc.org</i>
Rapid City	Maryann Tully	605-209-3418	
Reno	Marilyn Janka Kathleen Shane	775-753-9542 775-826-6555	
Richmond	Niki Mello, LCSW Joe New, LPC Lydia Strawbridge	804-285-5900 757-467-7707 540-342-0411	<i>Niki_mello@cccovirginia.org</i> <i>jnew@cceva.org</i> <i>lydia.strawbridge@ccova.org</i>
Rochester	Barbara Pedeville	585-328-3228 x1215	<i>pedeville@dor.org</i>
Rockford	Richard Kunnert	815-962-9347 (work) 815-226-4770 (home)	
Rockville Centre	Eileen F. Puglisi, MS, PD	516-678-5800 x573	<i>epuglisi@drvc.com</i>
Sacramento	Esther Castillo	916-733-0142	<i>ecastillo@diocese-sacramento.org</i>
Saginaw	Sr. Janet Fulgenzi, OP, PhD	989-797-6682	<i>jfulgenzi@dioceseofsaginaw.org</i>
Salina	Ann Kresin	785-825-0865	<i>reportabuse@salinadiocese.org</i>
Salt Lake City	Colleen E. Gudreau	801-328-8641 x344	<i>SafeEnv@dioslc.org</i>
San Angelo	Lori Hines	325-374-7609	<i>haedu61@verizon.net</i>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
San Antonio	Steve Martinez	210-734-7786 877-700-1888	<i>Smartinez@archsa.org</i>
San Bernardino	Sr. Rosaline O'Connor	909-855-2296	<i>roconnor@sbdiocese.org</i>
San Diego	Msgr. Steve Callahan	858-490-8310	<i>scallaha@diocese-sdiego.org</i>
San Francisco	Barbara Elordi	415-614-5506	<i>elordib@sfarchdiocese.org</i>
San Jose	John Dudley, MSW Joan Avanzino, LMFT	408-983-0141 (emergency line) 408-983-0113	<i>protection@dsj.org</i>
Santa Fe	Annette Klimka	505-831-8144	<i>aklimka@archdiocesesantafe.org</i>
Santa Rosa	Julie Sparacio	707-566-3308	<i>sparacio@sonic.net</i>
Savannah	Rosemary Downing	912-925-6169	
Scranton	Joan L. Holmes	570-344-5216	<i>jloeliz@aol.com</i>
Seattle	Denise Aubuchon	800-446-7762	<i>denisea@seattlearch.org</i>
Shreveport	Glenda Lawson, LPC, LMFT	318-294-1031	<i>glendalawso81240@bellsouth.net</i>
Sioux City	Angie Mack	712-279-5610 866-435-4397	<i>macka@mercyhealth.com</i>
Sioux Falls	Jean Lorang	605-988-3776	<i>jlorang@sfcatholic.org</i>
Spokane	Roberta Smith	509-353-0442	<i>rvsmith@dioceseofspokane.org</i>
Springfield in Illinois	Patricia Kornfeld	217-321-1155	<i>pkornfeld@dio.org</i>
Springfield (Massachusetts)	Patricia Finn McManamy	413-452-0624	<i>p.mcmanamy@diospringfield.org</i>
Springfield–Cape Girardeau	Dr. Kathleen Griesemer	417-848-4601	
St. Augustine	Judy Pinson	904-262-3200 x129	<i>jpinson@dosafl.com</i>
St. Cloud	Thomas Keavney	320-761-5963	
St. George in Canton (Romanian Eparchy of)	Carol Ann Gall	330-995-4185	
St. Josaphat in Parma (Ukrainian Catholic Diocese of)	Kristin Ligus	330-273-8244	
St. Louis	Carol Brescia, LCSW Deacon Phil Hengen	314-792-7704	<i>breshinmo@aol.com</i> <i>PHengen@archstl.org</i>
St. Maron of Brooklyn for the Maronites	Rosanne Solomon	781-828-5183	
St. Nicholas in Chicago for Ukrainians	Serge Michaluk	773-733-3312	<i>sergemichaluk@gmail.com</i>
St. Paul and Minneapolis	Greta Sawyer	651-291-4497	<i>sawyerg@archspm.org</i>
St. Petersburg	Marti Zeitz	866-407-4505	<i>mseitz@ccdosp.org</i>
St. Thomas, VI	Sr. Victoria Andreoli, RGS	340-713-8724 340-690-0312	<i>goodshp@viaccess.net</i>
St. Thomas the Apostle of Detroit for Chaldeans	Janan Senawi	248-351-0440	<i>janansenawi@yahoo.com</i>

<b>DIOCESE</b>	<b>VICTIM ASSISTANCE COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
St. Thomas of Chicago for Syro-Malabars	Dr. Oommen Joseph	630-964-2151	<i>ojoseph27@yahoo.com</i>
Stamford (Ukrainian Catholic Diocese of)	Rev. Ihor Midzak	203-324-7698	<i>vicargeneral@optonline.net</i>
Steubenville	Msgr. Kurt Kemo	740-282-3631	<i>kkemo@diosteub.org</i>
Stockton	Sr. Barbara Thiella	209-466-0636 x602	<i>Bthiella@stocktondiocese.org</i>
Superior	Cathy Koerpel Gary Nelson Fr. Philip J. Heslin	715-369-2676 715-363-2623 715-398-6183 715-392-2937 x106	
Syracuse	Nuala Collins	315-470-1465	<i>ncollins@syracusediocese.org</i>
Toledo	Frank DiLallo	419-243-2150	
Trenton	Msgr. Walter Nolan Maureen Fitzsimmons	609-921-0505 732-747-9660	<i>wnolan@stpaulofprinceton.org</i> <i>mfitzsimmons@ccrenton.org</i>
Tucson	Michael Ponce	520-623-0344 x1006	<i>michaelp@ccs-soaz.org</i>
Tulsa	Quentin Henley	918-585-8167 x104	<i>qhenley@catholiccharitiestulsa.org</i>
Tyler	Rev. Gavin M. Vaverek	903-226-2159	<i>promoter@dioceseoftyler.org</i>
Van Nuys for the Ruthenians (Byzantine Eparchy of)	Rosemarie Ludwig, PhD	602-997-1550	<i>rstussy@cox.net</i>
Venice	Barbara DiCocco	941-416-6114	<i>bdicocco@aol.com</i>
Victoria	Rev. Gary W. Janak Sr. Emilie Eilers, IWBS	979-543-3770 361-575-7111	<i>pastor@saintphillipapostle.org</i> <i>eeilers72@yahoo.com</i>
Washington	Marcia Zvara	301-853-5379	<i>mzvara@adw.org</i>
Wheeling-Charleston	Dr. Patricia M. Bailey, PhD	304-242-6988	<i>trishabw@aol.com</i>
Wichita	Kit Lambertz	316 265-1611 316-684-5120	<i>klambertz@csjoseph.org</i>
Wilmington	Beth Krieger	302- 655-7110	<i>bkrieger@yahoo.com</i>
Winona	Pamela J. Thompson	507-454-4643 x223	<i>pjthompson@dow.org</i>
Worcester	Frances Nugent	508-929-4363	<i>fnugent@worcesterdiocese.org</i>
Yakima	Janet Ericson	888-276-4490	
Youngstown	Nancy L. Yuhasz	330-744-8451 x235	<i>nyuhasz@youngstowndiocese.org</i>

APPENDIX E

# Directory of Safe Environment Program Coordinators

Appendix E provides a directory of the diocesan/eparchial safe environment program coordinators, along with their contact information. This list can also be found on the USCCB/SCYP Web site: [www.usccb.org/ocyp/sepcoord.shtml](http://www.usccb.org/ocyp/sepcoord.shtml).

## Safe Environment Program Coordinators

DIOCESE	SAFE ENVIRONMENT PROGRAM COORDINATOR	PHONE NUMBER	E-MAIL ADDRESS
Albany	Theresa F. Rodrigues	518-453-6646	<a href="mailto:assistance.coordinator@rcda.org">assistance.coordinator@rcda.org</a>
Alexandria	Patrick McCusker	318-445-6424 x206	<a href="mailto:pmccusker@diocesealex.org">pmccusker@diocesealex.org</a>
Allentown	Sr. Meg Cole	610-289-8900 x222	<a href="mailto:mcole@allentowndiocese.org">mcole@allentowndiocese.org</a>
Altoona-Johnstown	Sr. Donna Marie Leiden	814-693-1401 x145	<a href="mailto:dleiden@dioceseaj.org">dleiden@dioceseaj.org</a>
Amarillo	Deacon Blaine Westlake	806-383-2243 x117	<a href="mailto:bwestlake@amarillodiocese.org">bwestlake@amarillodiocese.org</a>
Anchorage	Sr. Jackie Stoll, OP	907-297-7736	<a href="mailto:jstoll@caa-ak.org">jstoll@caa-ak.org</a>
Arlington	Terry Specht Helen Patricia Mudd	703-841-2529	<a href="mailto:T.Specht@arlingtondiocese.org">T.Specht@arlingtondiocese.org</a> <a href="mailto:p.mudd@arlingtondiocese.org">p.mudd@arlingtondiocese.org</a>
Atlanta	Jennifer Broel	404-978-2765	<a href="mailto:jbroel@archatl.com">jbroel@archatl.com</a>
Austin	Emily Hurlimann	512-949-2447	<a href="mailto:emily-hurlimann@austindiocese.org">emily-hurlimann@austindiocese.org</a>
Baker	Peggy Buselli	541-388-4004	<a href="mailto:peggy@dioceseofbaker.org">peggy@dioceseofbaker.org</a>
Baltimore	Alison J. D'Alessandro Jerri Burkhardt	410-547-5348 410-547-5368	<a href="mailto:adalessandro@archbalt.org">adalessandro@archbalt.org</a> <a href="mailto:jburkhardt@archbalt.org">jburkhardt@archbalt.org</a>
Baton Rouge	Amy Cordon	225-387-0561 x223	<a href="mailto:acordon@diobr.org">acordon@diobr.org</a>
Beaumont	Marianne Mechura	409-838-0451 x4328	<a href="mailto:mmechura@dioceseofbmt.org">mmechura@dioceseofbmt.org</a>
Belleville	Lynn Muscarello	618-212-0050 x104	<a href="mailto:lmuscarello@diobelle.org">lmuscarello@diobelle.org</a>
Biloxi	Dr. Mike Ladner Mr. Leo Trahan Mr. Bragg Moore	228-702-2129 228-702-2133 228-702-2141	<a href="mailto:glader@biloxidiocese.org">glader@biloxidiocese.org</a> <a href="mailto:ltrahan@biloxidiocese.org">ltrahan@biloxidiocese.org</a> <a href="mailto:bmoore@biloxidiocese.org">bmoore@biloxidiocese.org</a>
Birmingham	Donald J. Schwarzhoff	205-838-8301	<a href="mailto:dschwarzhoff@bhmdiocese.org">dschwarzhoff@bhmdiocese.org</a>
Bismarck	Joel Melarvie	701-223-1347	<a href="mailto:jmelarvie@bismarckdiocese.com">jmelarvie@bismarckdiocese.com</a>
Boise	Bob Fontaine	208-342-1311	<a href="mailto:bfontaine@rcdb.org">bfontaine@rcdb.org</a>
Boston	Deacon Anthony Rizzuto	617-746-5994	<a href="mailto:child_advocacy@rcab.org">child_advocacy@rcab.org</a>
Bridgeport	Erin Neil	203-650-3265	<a href="mailto:eneil@diobpt.org">eneil@diobpt.org</a>
Brooklyn	Sr. Patricia Hudson	718-281-9672	<a href="mailto:phudson@rcdob.org">phudson@rcdob.org</a>
Brooklyn Armenian Excharate	Very Rev. Raphael Andonia	617-489-2280 203-650-3265 (cell)	<a href="mailto:raphael@andonian.org">raphael@andonian.org</a>
Brownsville	Walter Lukaszek	956-457-0010 (cell) 956-464-4898	<a href="mailto:Wlukaszek@aol.com">Wlukaszek@aol.com</a> or <a href="mailto:wlukaszek@cdob.org">wlukaszek@cdob.org</a>
Buffalo	Don Blowey	716-847-5532	<a href="mailto:safekids@buffalodiocese.org">safekids@buffalodiocese.org</a>
Burlington	Kevin P. Scully	802-658-6110 x1218	<a href="mailto:kscully@vermontcatholic.org">kscully@vermontcatholic.org</a>
Camden	Rod J. Herrera	856-583-6114	<a href="mailto:rherrera@camdendiocese.org">rherrera@camdendiocese.org</a>

<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Charleston	Fr. Titus Fulcher	843-853-2130 x209	<i>fritus@catholic-doc.org</i>
Charlotte	Terri Wilhelm	704-370-3338	<i>twilhelm@charlottediocese.org</i>
Cheyenne	Carol DeLois	307-638-1530	<i>Carol@dioceseofcheyenne.org</i>
Chicago	Womazetta Jones	312-534-5238	<i>wjones@archchicago.org</i>
Cincinnati	Fr. Joseph Binzer	513-263-6601	<i>jbinzer@catholiccincinnati.org</i>
Cleveland	Sharon Minson	216-696-6525 x1157	<i>sminson@dioceseofcleveland.org</i>
Colorado Springs	Ed Gaffney Terri Sortor	719-636-2345 719-636-2345	<i>edgaffney@diocs.org</i> <i>tsortor@diocs.org</i>
Columbus	Barbara Cain	614-241-2565	<i>bcain@cdeeducation.org</i>
Corpus Christi	Grace Rank	316-882-6191	<i>grank@diocesec.org</i>
Covington	Margaret Schack	859-392-1515	<i>mschack@covingtondiocese.org</i>
Crookston	Reathel Giannonatti, JD	218-281-4533	<i>rgiannonatti@crookston.org</i>
Dallas	Barbara Landregan	214-379-2812	<i>blandregan@cathdal.org</i>
Davenport	Mary Wieser	563-324-1912 x263	<i>wieser@davenportdiocese.org</i>
Denver	Nicki A. Scheurwater Christopher Pond	303-715-3241 303-715-3226	<i>nicki.scheurwater@archden.org</i> <i>chris.pond@archden.org</i>
Des Moines	Sr. Jude Fitzpatrick	515-237-5048	<i>jfitzpatrick@dmdiocese.org</i>
Detroit	Lorraine Lajiness	313-237-4815	<i>Lajiness.Lorraine@aod.org</i>
Dodge City	Sr. Janice Grochowsky	620-227-1527	<i>jpgrochowsky@dcdiocese.org</i>
Dubuque	Pam Gehl Beth Derr	563-556-2580 x227 563-556-2580	<i>dbqcopc@arch.pvt.k12.ia.us</i> <i>dbqcsafeenv@arch.pvt.k12.ia.us</i>
Duluth	Ernie Stauffenecker	218-724-9111	<i>estauffenecker@dioceseduluth.org</i>
El Paso	Susan Martinez	915-872-8465	<i>smartinez@elpasodiocese.org</i>
Erie	Karen Streett	814-824-1222	<i>kstreett@eriercd.org</i>
Evansville	Judy Neff	812-424-5536	<i>jneff@evansville-diocese.org</i>
Fairbanks	Madeline C. Lambert Nance	907-374-9551	<i>family@cbna.org</i>
Fall River	Denise Porche	508-674-4681	<i>denise@cssdioc.org</i>
Fargo	Msgr. Dennis Skonseng Tom Frei	701-356-7900 701-356-7907	<i>tom.frei@fargodiocese.org</i>
Fort Wayne– South Bend	Cathie Cicchiello	260-672-1510	<i>ccicchiello@fw.diocesefwsb.org</i>
Fort Worth	Ruth Smith	817-560-3300	<i>rsmith@fwdioc.org</i>
Fresno	Teresa Dominguez	559-584-4349	<i>tadominguez@sbcglobal.net</i>
Gallup	Sr. Mary Thurlough, DC	505-722-4407 x202	<i>mthurlough@yahoo.com</i>
Galveston-Houston	Karen Ann Martin	713-652-4401	<i>kamartin@archgh.org</i>
Gary	Dr. Kim Pryzbylski	219-769-9292	<i>kpryzbyl@dcgary.org</i>
Gaylord	Candace Neff	989-732-5147	<i>cneff@dioceseofgaylord.org</i>
Grand Island	Elizabeth A. Heidt Kozisek	308-382-6565 308-382-1764	<i>BHeidt@gidiocese.org</i>
Grand Rapids	Tom Dalton	616-475-1246 616-243-0491	<i>tdalton@dioceseofgrandrapids.org</i>
Great Falls–Billings	Sr. Kathleen Kane, OP	406-378-2250 406-378-2369	<i>kkop@itstriangle.com</i>

<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
Green Bay	Karen Bass	920-272-8198	<a href="mailto:kbass@gbdioc.org">kbass@gbdioc.org</a>
Greensburg	Charles Quiggle	724-837-0901	<a href="mailto:cquiggle@dioceseofgreensburg.org">cquiggle@dioceseofgreensburg.org</a>
Harrisburg	Rob Williams Marcia Rush	717-657-4804 x299	<a href="mailto:rwilliams@hbgdiocese.org">rwilliams@hbgdiocese.org</a> <a href="mailto:mrush@hbgdiocese.org">mrush@hbgdiocese.org</a>
Hartford	Dolores M. Skovich Sr. Mary Kelly	860-541-6491	<a href="mailto:dees@aohct.org">dees@aohct.org</a> <a href="mailto:sr.maryk@aohct.org">sr.maryk@aohct.org</a>
Helena	Judy Ober	406-442-5820 (cell) 406-594-1455	<a href="mailto:jober@diocesehelena.org">jober@diocesehelena.org</a>
Honolulu	Lisa Gomes	808-203-6743	<a href="mailto:lgomes@rcchawaii.org">lgomes@rcchawaii.org</a>
Houma-Thibodaux	Sue Blanchard	985-850-3140	<a href="mailto:sblanchard@htdiocese.org">sblanchard@htdiocese.org</a>
Indianapolis	Suzanne Yakimchick	800-382-9836 x7325 317-236-7325	<a href="mailto:syakimchick@archindy.org">syakimchick@archindy.org</a>
Jackson	Vickie Carollo	601-960-8471	<a href="mailto:vickie.carollo@jacksondiocese.org">vickie.carollo@jacksondiocese.org</a>
Jefferson City	Ronald W. Vessel	573-635-9127 x224	<a href="mailto:review@diojeffcity.org">review@diojeffcity.org</a>
Joliet	Sr. Judith Davies, OSF	815-722-6606	<a href="mailto:jdavies@dioceseofjoliet.org">jdavies@dioceseofjoliet.org</a>
Juneau	Robbie Izzard	907-586-2227 x25	<a href="mailto:robbiei@gci.net">robbiei@gci.net</a>
Kalamazoo	Margie Haas	269-349-8714 x247	<a href="mailto:mhaas@dioceseofkalamazoo.org">mhaas@dioceseofkalamazoo.org</a>
Kansas City in Kansas	Fr. Gary Pennings	913-647-0340	<a href="mailto:frgary@archkck.org">frgary@archkck.org</a>
Kansas City–St. Joseph (Missouri)	Mary Fran Horton	913-909-4410	<a href="mailto:mfrhorton@charter.net">mfrhorton@charter.net</a>
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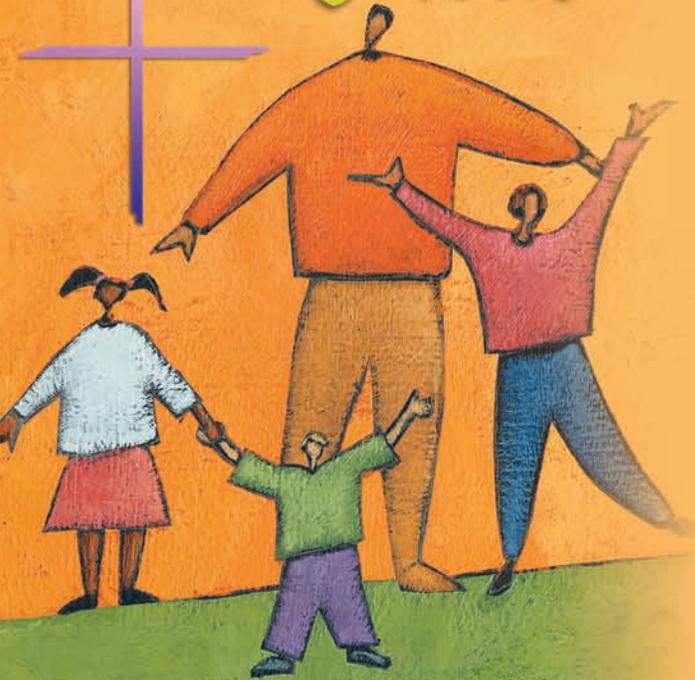
<b>DIOCESE</b>	<b>SAFE ENVIRONMENT PROGRAM COORDINATOR</b>	<b>PHONE NUMBER</b>	<b>E-MAIL ADDRESS</b>
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PROMISE TO

*Protect*

PLEDGE TO

*Heal*



A PRAYER FOR

*Healing*

**Victims of Abuse**

God of endless love,  
ever caring, ever strong,  
always present, always just:  
You gave your only Son  
to save us by the blood of his cross.

Gentle Jesus, shepherd of peace,  
join to your own suffering  
the pain of all who have been hurt  
in body, mind, and spirit  
by those who betrayed the trust placed in them.

Hear our cries as we agonize  
over the harm done to our brothers and sisters.  
Breathe wisdom into our prayers,  
soothe restless hearts with hope,  
steady shaken spirits with faith:  
Show us the way to justice and wholeness,  
enlightened by truth and enfolded in your mercy.

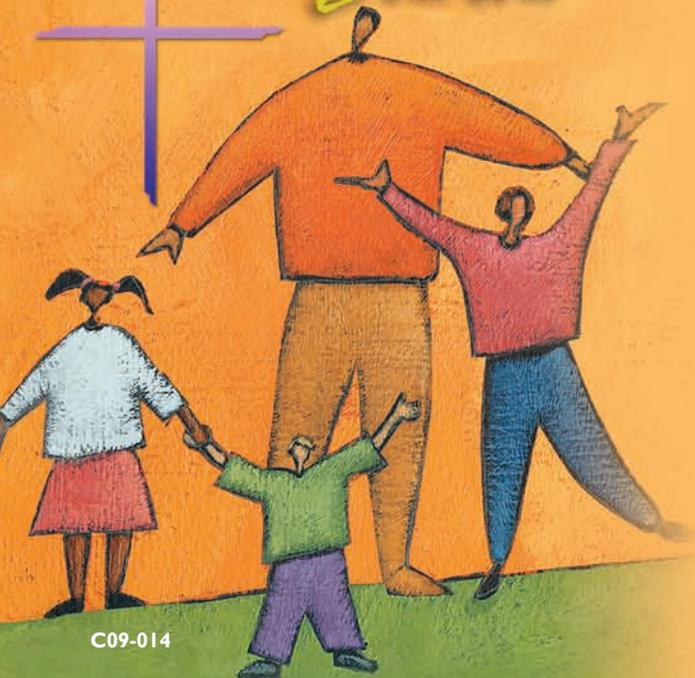
Holy Spirit, comforter of hearts,  
heal your people's wounds  
and transform our brokenness.  
Grant us courage and wisdom, humility and grace,  
so that we may act with justice  
and find peace in you.  
We ask this through Christ, our Lord. Amen.

PROMESA DE

*Proteger*

COMPROMISO  
PARA

*Sanar*



ORACIÓN PARA

*Sanar*

**Victimas de Abuso**

Dios de amor infinito,  
siempre bondadoso, siempre fuerte,  
siempre presente, siempre justo:  
Tú diste a tu único Hijo  
para salvarnos por la sangre de su cruz.

Jesús Bueno, pastor de paz,  
une a tu propio sufrimiento  
el dolor de todos quienes han sido heridos  
en cuerpo, mente y espíritu  
por aquellos quienes traicionaron  
la confianza puesta en ellos.

Oye nuestro llanto mientras sufrimos  
por el daño causado a nuestros hermanos y hermanas.  
Infunde sabiduría en nuestras oraciones,  
alivia nuestros corazones intranquilos con la esperanza,  
enderezza los espíritus tambaleantes con fe:  
Muéstranos el camino hacia la justicia y la entereza,  
danos la luz de la verdad y cúbreanos con tu misericordia.

Espíritu Santo, consolador de corazones,  
cura las heridas de tu pueblo  
y rescátanos de nuestra dispersión.  
Danos valentía y sabiduría, humildad y gracia  
para que así actuemos con justicia  
y encontremos paz en ti.  
Te lo pedimos por Cristo, Nuestro Señor. Amén.