

I am the Vine, You are the Branches

– John 15:5

To the Faithful of the Archdiocese of Milwaukee:

Upon my arrival in Milwaukee, I promised you that I would be engaged, listen to you, and would take action based on what I learned. For the past year I have traveled around southeastern Wisconsin celebrating the Sacraments, visiting parishes, hospitals, prisons, schools and other institutions, and I have met thousands and thousands of Catholics in their homes, neighborhoods and communities. I've listened to your concerns about our Church, and I want to share with you what I have learned.

First, I know people are still hurting because of the clergy sexual abuse scandal. Some Catholics are angry at the hierarchy of the Church. They are especially angry about mistreatment of victims, cover-up of scandal, lack of accountability for perpetrators, and at bishops who may have protected the perpetrators. Perhaps my most pointed challenge is to lead us, as God's People of faith and hope, toward recovery and some sense of renewal. My goal is to make sure that our faith remains rooted in Christ Jesus, the Lord, who will show us the way, lead us to the truth, and share with us His life.

The first steps have been taken. Wrong has been admitted and the circumstances made known. The Archdiocese has taken steps to be very public about what happened, and caring and compassionate toward those victimized.

What I can do is uphold my pledge to make sure our policies are followed and that the Archdiocese of Milwaukee meets or exceeds all requirements of the Charter for the Protection of Children and Young People, adopted by the U.S. Bishops and approved by the Vatican.

As a part of that pledge, each year, I will provide the Archdiocese with an Accountability Report so Catholics can judge for themselves our sincerity and commitment to the just resolution of this issue. The current report is enclosed with this letter.

I also pledge to you that I will continue to work with the U.S. Conference of Catholic Bishops to make sure the Church in the United States adheres to its pledge of justice for victim-survivors, and accountability for perpetrators of these crimes.

Second, what I have heard and from what I have witnessed firsthand I have learned that Catholics in southeastern Wisconsin love their faith. They are concerned about what is happening within the Church universal, within the Church in the United States and within the Church in southeastern Wisconsin. They want to know the impact current issues will have on their faith, their worship and how their parish communities will be affected.

It is clear to me that bishops, priests, deacons, parish pastoral staff, lay ecclesial leaders and all the faithful must work together to make sure the Church in southeastern Wisconsin is vibrant, healthy and growing. I also heard from people the various needs the Church has – evangelization, stewardship, Catholic education, communication, formation (especially of our young people), family ministry, and vocations.

During this past year I pledged to you to be accountable, transparent, a good steward of our resources and responsive to the needs and issues of the Archdiocese. The efforts outlined here and the accompanying document are an effort to fulfill that pledge. As always, I am interested in how these efforts, actions and plans affect you. I welcome your comments, observations and constructive suggestions.

May Christ's peace be with you and God's blessings be upon you.

Faithfully in Christ,



Most Reverend Timothy M. Dolan
Archbishop

ACCOUNTABILITY REPORT SEPTEMBER 2003

AN UPDATE TO THE FAITHFUL OF SOUTHEASTERN WISCONSIN REGARDING THE ARCHDIOCESAN RESPONSE TO SEXUAL ABUSE OF MINORS BY CLERGY SEPTEMBER 2003

Introduction

The Church is the family of God and as such, is a divine institution. As a divine institution, when a priest commits a horrendous crime and sin, such as sexual abuse of a minor, the Church, as an institution, is shaken, but can focus on compassion, reconciliation and closure for the victims. It is our genuine desire for reconciliation that impels us to continue to do everything possible to heal the enormous wounds inflicted upon so many by so few.

This annual accountability statement is meant to contribute to that healing by providing information regarding actions taken and progress made by the Archdiocese of Milwaukee during the past 12 months.

Supporting Victims

Believing, supporting and caring for victims-survivors of clergy sexual abuse is a primary concern. When a victim-survivor comes forward, the Archdiocese immediately offers to provide counseling referrals and pay for therapy for the victim-survivor and/or their family regardless of when the abuse occurred. Catholic Charities has also started a support group for those who are victims-survivors of sexual abuse. Spiritual assistance is also offered.

Pastoral Mediation

The Archdiocese of Milwaukee has established a pastoral mediation process to address the concerns and needs of victims-survivors of clergy sexual abuse. The process utilizes the skills of professional, independent mediators, mutually-agreed upon in advance by the Archdiocese and the victim-survivor. The pastoral mediation process is open to all victims-survivors of clergy sexual abuse by archdiocesan priests whose allegations have been substantiated through the process recommended by the Diocesan Review Board. This process requires that a victim-survivor file a report either with civil authorities or with the Office for Sexual Abuse Prevention and Response Services. (See "Reporting Abuse" section below to learn more about how to make a report.)

Through this process, the needs and expectations of victims-survivors are presented to the Archbishop and a proposed plan of pastoral, spiritual and emotional care, plus considerations of material help with the goal of restorative justice, are discussed and agreed upon. Although the preference of the Archdiocese is that there be minimal involvement by lawyers so that resources can be spent on helping victims-survivors versus paying legal fees, victims-survivors are certainly able to bring their attorneys if that is more comfortable for them, as

long as there is agreement that the mediator, not the attorney, is in charge of the process.

As of September 1, 2003, a pastoral mediation session has been scheduled for every victim-survivor that has contacted the Archdiocese requesting this process be used as part of their healing.

Meeting with Victims

Archbishop Dolan and Bishop Sklba continue to meet with victims-survivors of sexual abuse who want such a meeting. These are private, individual meetings and have been scheduled at the request of the victim-survivor.

Reporting Abuse

If a victim-survivor of sexual abuse wants to make a report, they can contact the civil authorities in the city or county where the abuse occurred; one of the various community programs offering free services to sexual abuse survivors (a complete listing is available at www.archmil.org) or they can contact Dr. Barbara Reinke, Director of the Archdiocesan Office for Sexual Abuse Prevention and Response Services, at 414-769-3436, or Dr. Anna Campbell, a licensed psychologist in private practice, who works outside the Church structure, at 414-476-2699.

When a report of sexual abuse is received and the perpetrator is still alive, the report is immediately referred to the district attorney and/or law enforcement officials, regardless of when the offense occurred. The Archdiocese fully cooperates with civil authorities conducting investigations.

Pending Legislation

As of this writing, legislation is pending in the Wisconsin State Legislature regarding clergy sexual abuse of minors. The bill addresses three major issues. First, it adds members of the clergy to the list of mandatory reporters of sexual abuse of a minor. The Archdiocese of Milwaukee has made it clear that it supports such legislation and, in fact, that it has been the policy of the Archdiocese since the 1990s. The Archdiocese also supports the aspect of the bill increasing the statutes of limitations for civil and criminal prosecution of abuse incidents, allowing the victims of abuse more time to come forward with their claims, although we remain opposed to the elimination of the statutes of limitations. The third aspect of the bill clarifies current law to hold churches legally responsible for unreported abuse. This also is acceptable to the Archdiocese as long as religious institutions are not unfairly singled out in its application.

Investigations

For reports of sexual abuse that have been sent to the district attorney and returned to the Archdiocese for any reason, and where the Archdiocese has no previous substantiated allegation against that individual, the services of an independent investigator are retained so that clear data can be provided and a final judgment can be reached with regard to the allegation.

Diocesan Review Board

A Diocesan Review Board, which oversees the Archdiocese of Milwaukee's response to clergy sexual abuse, was appointed by Archbishop Dolan and has met regularly since January 2003.

Appointed to three-year board terms are Rev. James E. Connell, an Archdiocese of Milwaukee priest; Hannah C. Dugan of Milwaukee, an attorney with the Legal Aid Society of Milwaukee; Margaret A. Farrow of Pewaukee, the former Wisconsin Lieutenant Governor; Dr. Charles Lodl, Ph.D. of Mequon, a clinical psychologist in private practice, and Donald J. Schuenke of Elm Grove, retired chairman of Northwestern Mutual.

The board's mandate was outlined in an appointment letter issued to each member by Archbishop Dolan. In that letter, the archbishop asks the board to:

- Assess future allegations of sexual abuse of minors;
- Provide counsel regarding suitability for ministry;
- Review diocesan policies for dealing with sexual abuse allegations to make sure they are in line with the promises given in the Charter and Norms adopted by the nation's bishops and approved by the Holy See;
- Offer counsel on all aspects of sexual abuse cases, whether retrospectively or prospectively.

National Review Board Audit

An audit of the Archdiocese of Milwaukee's compliance with the Charter adopted by the U.S. Bishops at their Dallas meeting in June 2002, occurred in early September 2003, by representatives of the Gavin Group, the independent audit agency selected by the USCCB Office for Child and Youth Protection. The initial report from the audit team was positive, noting that the Archdiocese of Milwaukee is in full compliance with the Dallas Charter. A complete report will be issued for every diocese in the United States in early 2004.

Community Advisory Board

During this past year, the entire advisory board for the Archdiocesan response to clergy sexual abuse has been revamped. The Community Advisory Board reviews and improves the response of the Church to victims-survivors of clergy sexual abuse. Members of the Community Advisory Board include victims-survivors of clergy sexual abuse, victim advocates, professional psychologists and therapists who work with sexual abuse victims or perpetrators, and members of the Archdiocesan staff. The board makes policy recommendations to the Diocesan Review Board. It currently has two committees – one

working with the implementation of a safe environment program and another that reviews the therapy and assistance programs and treatment plans for victims-survivors of clergy sexual abuse of a minor.

The members of the Community Advisory Board are Maryann Clesceri, Kathy Coffey-Guenther, Archbishop Timothy M. Dolan, Scot Edgerton, Marilyn Gierczak, Ginger Halgison, Sr. Mary Howard Johnstone, Marie Kingsbury, Diane Knight, Dr. Anthony Meyer, Dr. Barbara Reinke, Rev. James Schuerman, Auxiliary Bishop Richard J. Sklba, Kathy Walter, and Scott Weyda.

Protection of Children / Safe Environment Program

The Archdiocese has adopted a safe environment program to be implemented in all parishes and schools during the 2003-2004 school year. The program has three main components. First, there is mandatory training of all paid personnel and volunteers who work with children. This training is conducted through VIRTUS, a nationally known program. Second, there is age-appropriate abuse prevention education in all school and religious education classrooms to teach children to recognize, resist and report abuse. Finally, April will be designated "Abuse Prevention Month" within the Archdiocese, which will create a framework for enhancing awareness of sexual abuse through homilies, religious education and other events for parents and the parish community.

Allegations

As far back as our records indicate and with acknowledgement that the Archdiocese's record keeping system has some deficiencies, we have identified between 200 and 250 individuals who have contacted and utilized the services of the Office for Sexual Abuse Prevention and Response Services, formerly known as Project Benjamin, between 1994 and May 31, 2002. In addition there have been approximately 50 individuals who have come forward from June 1, 2002 through June 30, 2003.

Of all sexual abuse allegations brought forth, only two people have reported allegations of sexual abuse of a minor occurring after 1990. All of the remaining reports deal with allegations of incidents that occurred before 1990.

In addition, of all the priests against whom allegations were presented since January 1, 2002, six priests were not previously known to the Archdiocese. Of those six priests previously not known to the Archdiocese, three are dead, one was retired, and two have since been removed from ministry and their cases are being presented to the Vatican for laicization, according to the rigorous policy adopted in the Charter.

Accountability for Perpetrators

Any priest, deacon or pastoral minister judged by civil authorities or the independent investigator and Review Board to have sexually abused a minor will not be allowed to serve in any ministerial capacity or hold any pastoral office. The Archdiocese of Milwaukee is fully implementing the Charter for the Protection of Children and Young People approved by the Vatican in December 2002.

In total, as of September 1, 2003, there have been allegations of sexual abuse of a minor against 55 diocesan priests and three diocesan deacons. For priests, 10 of these allegations have not been substantiated. Of the 45 substantiated cases: 15 priest offenders are dead; six left active ministry or sought laicization prior to 2002; Archbishop Dolan is requesting administrative laicization from the Holy Father for seven; five are seeking voluntary laicization. Laicization is the Church's legal process that results in a priest being returned to the "lay state." That is, they no longer are considered clergy and no longer exercise priestly ministry or hold any rights of priests.

In addition, an administrative precept, which restricts all ability to function or identify oneself as a priest is being imposed on six more individuals because of their advanced age or ill health. A canonical penal trial is being requested for four other cases. One case is in Rome on appeal from the 1990s and one case is pending review by the Diocesan Review Board.

Of the 30 living priest offenders, 15 have been publicly identified by the Archdiocese, by victims-survivors or by the media. In addition, six others are of advanced age or are in serious ill health. Five were laicized before 2002, leaving four individuals that are not publicly known.

In addition, all files of living priests against whom an allegation of sexual abuse has been made, have been reviewed by the Milwaukee County district attorney.

Of the deacons who have had allegations of sexual abuse of a minor, one is dead; one is no longer in active ministry; and one allegation is currently pending resolution.

Monitoring Program

To monitor priests who have substantiated allegations of sexual abuse of a minor and are no longer serving as priests in any capacity, the Archdiocese has a monitoring program overseen by the Vicar for Clergy. All monitors report to the Vicar for Clergy. Monitors do the following:

- Meet with their assigned perpetrator at least once per month with a detailed meeting report submitted to the Vicar for Clergy;
- Initiate regular telephone contact with the perpetrator;
- Report to the Vicar for Clergy any suspected change in mental and/or physical health;
- Recruit individuals that live or work in the geographical proximity to the perpetrator to assist in monitoring the perpetrator;
- Meets bi-weekly with the Vicar for Clergy to provide updates on the perpetrator.

Annual Financial Report

In February 2003, a complete annual financial report was mailed to every registered Catholic household in the Archdiocese of Milwaukee and posted to the Archdiocese of Milwaukee web site. Its availability was communicated

to all parishes and to parishioners through both bulletin inserts and weekly elementary school communication packets. The financial statements are presented to the Archdiocesan Finance Council for review. A similar report will be produced and distributed through parishes and on the Archdiocesan web site for fiscal year 2002-2003.

Financial Impact

In the fiscal year ending June 30, 2003, the financial impact of sexual abuse cases involving a priest and a minor was \$777,392.65. This includes \$152,954.22 for therapy-related and victim assistance costs; \$115,000 for pastoral mediation agreements; \$3,358 for mediator fees for pastoral mediation; \$68,021.02 for general attorney fees; and \$5,588.23 for the victims-survivors dialog sessions at the Midwest Airlines Center in October 2002.

In addition, \$432,471.18 was spent on attorney fees involving three cases where litigation was filed against the Archdiocese.

These expenses are paid for by monies accumulated in the Properties and Building Fund. No money from the Catholic Stewardship Appeal, from parish resources, or from any funds solicited or designated for other purposes are used to pay the costs associated with clergy sexual abuse of minors.

Catholic Stewardship Appeal

Gifts to the Catholic Stewardship Appeal have not and will not be used for legal settlements. Rather, contributions are used to meet the educational, spiritual and social justice needs of individuals, families, parishes and schools. The annual Catholic Stewardship Appeal funds pastoral ministries that touch the lives of nearly 700,000 Catholics who are the Church in southeastern Wisconsin.

More Information

Additional information about Archdiocesan policies and procedures, the Archdiocesan Finance Council, financial information, information about the Catholic Stewardship Appeal is available on the Archdiocese of Milwaukee web site at www.archmil.org.

Conclusion

The Church remains committed to making progress on these issues. Today, the Archdiocese of Milwaukee can say it has completely reviewed all of its policies and procedures, strengthened its programs for preventing sexual abuse of minors by Church personnel, and is better responding to victims-survivors of clergy sexual abuse. Working together with a sense of openness, truthfulness, responsiveness and engagement, trust can be restored and maintained, and the Church strengthened through our faith and our constructive, compassionate actions.

We pray for healing for all those who have suffered because of this crisis and ask that you continue to keep the Church of southeastern Wisconsin in your prayers.