

CHARTER COMPLIANCE SUMMARY

JANUARY 16, 2003

ADMISSION AND COMMITMENT TO RESPOND

The Church universal has made mistakes in the past in its handling of cases of sexual abuse involving clergy and minors. The Archdiocese of Milwaukee has also made its share of errors and mistakes. With deep sorrow, the Archdiocese of Milwaukee acknowledges these mistakes and hereby makes its commitment to rectify them.

This compliance summary has been compiled in the hope that the Archdiocese, the newly-appointed diocesan review board, advocates, and community organizations can use it to build a community response process to help locate, support and care for victims-survivors.

We believe that subsequent summaries will document the Archdiocese's commitment to continuous acknowledgement, responsiveness and reconciliation with the victims-survivors of these tragic events.

The content of this Charter Compliance Summary is designed to provide a:

- List of Previous Actions in line with the Charter for the Protection of Children and Young People
- Compliance Summary Mandated in the U.S. Conference of Catholic Bishops' Charter
- Forecast of Future Compliance-Related Actions

Developing this Charter Compliance Summary, which will be updated annually for the foreseeable future, is a powerful and comprehensive way for the Archdiocese to:

- Document its response to the mandates in the Charter of the U.S. Conference of Catholic Bishops.
- Publicly and openly identify its behaviors and plans.
- Provide recognition of the harm that was done, the lessons learned from victims-survivors, and proof that similar circumstances will be

prevented, deterred, promptly detected, reported, and dealt with immediately.

These are the minimum requirements for regaining the trust and credibility of Catholics throughout the Archdiocese.

CHARTER ARTICLE I

VICTIM OUTREACH

Charter: Diocese will reach out to victims/survivors and their families and demonstrate a sincere commitment to their spiritual and emotional well being.

Compliance Summary

What we have done in the past

- Therapy has been offered to victims-survivors since 1988. More than 50 victims-survivors have received therapy at Archdiocesan expense since that time. Individuals are able to select a therapist of their choice. An outside mental health review board made up of four to six outside people with expertise in mental health treatment reviewed treatment plans to ensure individuals received quality therapy that met their needs.
- The Archdiocesan office for response to sexual abuse (Project Benjamin) has been in place since 1994. The office is staffed by a licensed psychologist who meets with victims-survivors to take intake reports and initiate any required actions and responses.

What we are doing now

- An additional reporting outlet, outside the Church structure, has been established so people who are uncomfortable contacting the Archdiocese have an independent option for reporting sexual abuse involving clergy. Dr. Anna Campbell, a licensed psychologist in private practice, is available for taking intake reports by phone (414-476-2699) or in person.
- The Archdiocese has held meetings at four parishes where known offenders have served for

the purpose of helping the healing process begin and to encourage any victim-survivor of sexual abuse to report the abuse.

- Auxiliary Bishop Richard Sklba and members of the Archdiocesan staff met several times with outside consultants who specialize in victim assistance, as well as with victim advocates to plan the information and support sessions for victims-survivors of sexual abuse.
- The Archdiocese provides counseling referrals and pays for therapy for the victim and/or their family regardless of when the sexual abuse occurred.
- Information is given to victims-survivors who ask whether other allegations against an offender have been received, when the other allegations first came forth and what action resulted.
- Listening and support sessions for victims-survivors were held on October 22, 2002 and October 26, 2002. Archbishop Timothy Dolan and Bishop Sklba attended and responded to questions and concerns.

What we will do in the future

- Create a safe environment for individuals to come forth, and believing, supporting, and caring for victims-survivors of sexual abuse remains our primary concern.
- Additional sessions will be planned and carried out.
- A new Advisory Board for Project Benjamin will be appointed.

SPIRITUAL ASSISTANCE

Charter: This outreach will include provision of counseling, spiritual assistance, support groups and other social services agreed upon by the victim and the Archdiocese.

Compliance Summary

What we have done in the past

- Therapy has been offered to victims-survivors since 1988. More than 50 victims-survivors have received therapy at Archdiocesan expense since that date. Individuals were able to select a therapist of their choice.
- Therapy payments by the Archdiocese total more than \$600,000 since 1988.
- An outside mental health review board made up of four to six people with expertise in mental

health treatment reviewed treatment plans to ensure that individuals received quality therapy that met their specific needs.

- Assistance in establishing victim-survivor support groups has been offered.
- There have been days of reflection and prayer for healing, for victims-survivors and their families.

What we are doing now

- Project Benjamin staff assist victims-survivors in connecting to available service providers.
- Support groups are starting in some communities through collaboration with local sexual assault agencies.
- Archbishop Dolan has proposed a mediation plan that addresses the spiritual, emotional and restorative justice needs of victim-survivors.

What we will do in the future

- The Archdiocese will strive to contact all victims-survivors to explore their needs for ongoing individual support and support groups.
- A network of spiritual directors to work confidentially with victims-survivors will be created.
- The Renew Program “Healing the Body of Christ,” will be conducted in parishes during 2003.

MEETING AND LISTENING TO VICTIMS

Charter: Through pastoral outreach to victims and their families, the diocesan bishop or his representative will offer to meet with victims-survivors and listen with patience and compassion of their experiences and concerns, and to share the “profound sense of solidarity and concern” expressed by our Holy Father in his address to the Cardinals of the United States and Conference Officers.

Compliance Summary

What we have done in the past

- Auxiliary Bishops Leo Brust and Richard Sklba personally met with any victim-survivor requesting a meeting — more than a dozen victims-survivors and their families since 1987.
- The director of the office for response to sexual abuse (Project Benjamin) has met with more than 200 victims-survivors since 1994 when the office began operations.

What we are doing now

- Archdiocesan staff have talked to, met with, and listened to more than 100 victims-survivors since the beginning of 2002.
- Six Archdiocesan listening sessions were held in May 2002 and four town hall meetings were held in June 2002, where many victims-survivors and family members told their individual stories and voiced their concerns and feelings.
- Archbishop Dolan and Bishop Sklba were part of two listening and support sessions for victims-survivors of sexual abuse on October 22 and October 26, 2002.

What we will do in the future

- Meeting with and listening to victims-survivors will become a permanent part of Archdiocese program planning.
- The Archdiocese will establish additional support groups, as needed.
- Archbishop Dolan has set up three extended time periods to meet personally with victims-survivors and their families.

CHARTER ARTICLE II**RESPONDING TO ALLEGATIONS**

Charter: Dioceses will have mechanisms in place to respond promptly to any allegation where there is reason to believe that sexual abuse of a minor has occurred.

Compliance Summary*What we have done in the past*

- The Archdiocese cooperated with civil authorities who were conducting investigations, but most cases were handled internally, by Archdiocesan staff.
- Incidents of sexual abuse involving clergy and minors, judged to be within the statute of limitations, were reported to civil authorities.
- Internal investigations were conducted for reports of sexual abuse that were judged to be outside the statute of limitations.
- The Archdiocese supported legislation requiring clergy to be mandatory reporters in 1994.
- Church leaders should be knowledgeable of the State of Wisconsin Child Abuse regulations and know the proper reporting requirements. Church leaders also comply with all mandatory reporting

requirements except if the information was received under the seal of the confessional. In such cases, no reporting can occur.

What we are doing now

- When a report of sexual abuse is received and the perpetrator is still alive, the report is referred to the district attorney and/or law enforcement, regardless of when the offense occurred.
- When a report of sexual abuse is received and the perpetrator is deceased, the Archdiocese conducts an extensive internal investigation, and encourages any additional victims-survivors to come forward.
- The Archdiocese fully cooperates with civil authorities conducting investigations.
- A list of community programs that provide free services to sexual abuse survivors has been produced and distributed to every parish and school in the Archdiocese and sent to all registered Catholic households (210,000) in the Archdiocese.
- The Archdiocese provides counseling referrals and pays for therapy for the victim and/or their family regardless of when the sexual abuse occurred.

What we will do in the future

- Reports of sexual abuse sent to the district attorney and returned without action to the Archdiocese for any reason will trigger an independent investigation, commissioned by the Archdiocese, if no previously substantiated allegations exist against that individual.
- The credibility of allegations will be established by qualified independent individuals not employed by the Archdiocese of Milwaukee.
- The Special Commission (the Eisenberg Commission) will reconvene in September 2003 to review Archdiocesan practices, policies and implementation of the final Commission report issued September 12, 2002. This Commission can make additional recommendations.
- The Archdiocese will continue to support state law requiring clergy to be mandatory reporters with the exception of information received through the sacrament of confession or privileged pastoral care.

REVIEW BOARD

Charter: Dioceses will also have a review board, the majority of whose members will be lay persons not in the employ of the diocese.

Compliance Summary

What we have done in the past

- The Project Benjamin Community Advisory Board advised the Archdiocese regarding policies and protocols.
- Individual cases were reviewed by an internal review board consisting of the Archbishop, Auxiliary Bishop, Vicar for Clergy (since 1980), Chancellor, and Project Benjamin Director (since 1994).

What we are doing now

- A new, more independent diocesan review board was named January 2, 2003.

What we will do in the future

- To ensure that the roles and responsibilities of the diocesan review board are clear and appropriate, the Archdiocese will benchmark itself against other dioceses and other similar review processes outside the church.

PROCEDURE FOR REPORTING ABUSE

Charter: The procedures for those making a complaint will be readily available in printed form and will be the subject of periodic public announcements.

Compliance Summary

What we have done in the past

- Procedures for reporting abuse were available through the Office for Response to Sexual Abuse (Project Benjamin).
- Reports of sexual abuse were directed to the Office for Response to Sexual Abuse (Project Benjamin).
- Project Benjamin brochures were available to every parish.
- Presentations and workshops for clergy and school personnel were offered since 1992.

What we are doing now

- Archdiocesan procedures for reporting abuse have been posted on the Archdiocesan web site.
- Parishes and schools have received information for distribution to parishioners and school families.

- A list of community programs that provide free services to sexual abuse survivors has been published and distributed to every parish and school in the Archdiocese. It has also been sent to all registered Catholic households (210,000) in the Archdiocese.

What we will do in the future

- The Archdiocese will send out annual policy reminders with procedures for reporting abuse and include such information in parish and school policy manuals.

CHARTER ARTICLE III**CONFIDENTIALITY AGREEMENTS**

Charter: Dioceses will not enter into confidentiality agreements except for grave and substantial reasons brought forward by the victim-survivor and noted in the text of the agreement.

Compliance Summary

What we have done in the past

- The Archdiocese entered into confidentiality agreements to protect perpetrators, the privacy of individual victims-survivors, and to avoid the public scandal such disclosures would cause.

What we are doing now

- If some serious and substantial reason for privacy is presented by a victim-survivor, consultation and approval by the diocesan review board would be required before the Archdiocese would enter into a confidentiality agreement.

What we will do in the future

- An annual reporting of out-of-court settlements dealing with clergy sexual abuse will be published by the Archdiocese, along with Archdiocesan annual financial reports.
- Updated information on the financial impact of sexual abuse cases on the Archdiocese will be publicly distributed.

CHARTER ARTICLE IV

REPORTING ALLEGATIONS

Charter: Dioceses will report an allegation of sexual abuse of a person who is a minor to the public authorities.

Compliance Summary

What we have done in the past

- Most reports of sexual abuse received while the person was still a minor were reported to civil authorities. However, in some older cases, parents insisted that the police not be contacted and the Archdiocese did not contact authorities.

What we are doing now

- Sexual abuse of a minor is immediately reported to the district attorney and/or law enforcement.

What we will do in the future

- Sexual abuse of a minor will continue to be immediately reported to the district attorney and/or law enforcement.

REPORTING ALLEGATIONS WHEN PERSON IS NO LONGER A MINOR

Charter: Dioceses will cooperate with public authorities about reporting in cases when the person is no longer a minor.

Compliance Summary

What we have done in the past

- The Archdiocese cooperated with civil authorities conducting investigations, but avoided aggressive reporting of cases to civil authorities when victims-survivors were no longer a minor. In those instances, victims-survivors were given the option of contacting civil authorities themselves.
- Incidents of sexual abuse involving clergy and minors, judged to be within the statute of limitations, were reported to civil authorities by the archdiocese.
- Private internal investigations were conducted for reports of sexual abuse that were judged to be outside the statute of limitations.
- The Archdiocese supported legislation requiring clergy to be mandatory reporters in 1994.
- Church leaders should be knowledgeable of the State of Wisconsin Child Abuse regulations and know the proper reporting requirements. Church leaders also comply with all mandatory reporting requirements except if the information was

received under the seal of the confessional. In such cases, no reporting can occur.

What we are doing now

- Sexual abuse of a minor will be immediately reported to the district attorney and/or law enforcement whether or not the victim-survivor is currently a minor and regardless of when the offense occurred, unless the offender is deceased.
- The Archdiocese fully cooperates with civil authorities conducting investigations.
- A list of community programs that provide free services to sexual abuse survivors has been published and distributed to every parish and school in the Archdiocese. It has also been sent to all registered Catholic households (210,000) in the Archdiocese.

What we will do in the future

- Sexual abuse of a minor is immediately reported to the district attorney and/or law enforcement whether or not the victim-survivor is currently a minor and regardless of when the offense occurred, unless the offender is deceased.
- Any allegation judged by the district attorney to be outside the statute of limitations for criminal prosecution will be subject to internal investigation by an independent investigator.
- Cases returned from the independent investigator will be forwarded to the diocesan review board.
- On an annual basis, information about sexual abuse allegations and resulting investigations will be published.

SUPPORTING VICTIM'S RIGHT TO REPORT TO PUBLIC AUTHORITIES

Charter: In every instance, dioceses will advise victims of their right to make a report to public authorities and will support this right.

Compliance Summary

What we have done in the past

- The Archdiocese made victims aware that they could report to civil authorities; however the Archdiocese did not encourage such reporting, especially for cases that were clearly beyond the statute of limitations.

What we are doing now

- Sexual abuse of a minor is immediately reported to the district attorney and/or law enforcement whether or not the victim-survivor is currently a

minor and regardless of when the offense occurred, unless the offender is deceased.

What we will do in the future

- People reporting an incident of sexual abuse will be informed that all reports received are turned over to civil authorities, unless the offender is deceased.

CHARTER ARTICLE V

RELIEVING ALLEGED OFFENDER FROM MINISTERIAL DUTIES

Charter: When the preliminary investigation of a complaint against a priest or deacon so indicates, the diocese will relieve the alleged offender promptly of his ministerial duties.

Compliance Summary

What we have done in the past

- Internal investigations were conducted to determine whether allegations were true.
- Priests were removed from ministry and sent for treatment, spiritual direction and counseling.
- Decisions on reassigning priests were made on a case-by-case basis.

What we are doing now

- Eight priests stepped aside from active ministry in 2002 and will not be permitted active ministry assignments.
- All intake reports of clergy sexual abuse received by the Archdiocese are sent to the district attorney in the county the offense occurred.
- The independent investigator continues review of cases.

What we will do in the future

- Disclose and remove the cleric from any current ministry assignment in any case where the district attorney pursues a criminal investigation.
- Remove the cleric from any current ministry assignment in any case being reviewed by the independent investigator.
- Any priest, deacon or pastoral minister judged by civil authorities or the independent investigator to have sexually abused a minor will not be allowed to serve in any ministerial capacity or hold any pastoral office.

REFERRING ALLEGED OFFENDER FOR TREATMENT

Charter: The alleged offender will be referred for appropriate medical and psychological evaluation, so long as this does not interfere with the investigation by civil authorities.

Compliance Summary

What we have done in the past

- Alleged offenders have received medical evaluation and treatment, psychological evaluation and treatment, and spiritual direction.

What we are doing now

- The Clergy Personnel office, under the direction of the Vicar for Clergy and the Archbishop of Milwaukee, determines appropriate medical, psychological, and spiritual treatment with the advice of recognized experts.

What we will do in the future

- Alleged offenders will continue to receive necessary medical, psychological, and spiritual treatment.
- Prevention education, boundary education, and continuing formation in healthy human sexuality will become part of both the Clergy Wellness Program and the Continuing Education Program for Clergy.
- Prevention education, boundary education, and continuing formation in healthy human sexuality will continue to be part of the curriculum at Saint Francis Seminary.

UNFOUNDED ACCUSATIONS

Charter: When the accusation has proved to be unfounded, every step possible will be taken to restore the good name of the priest or deacon.

Compliance Summary

What we have done in the past

- In the past, allegations were not always publicly disclosed.
- In some cases, substantiated allegations were disclosed to the parish where an offending clergy had served.

What we are doing now

- If a priest is placed on temporary leave from his assignment during an investigation, no public disclosure of the reason for his leave is given.

What we will do in the future

- If an accusation proves unfounded, a priest will be restored to his ministry assignment.

REMOVAL FROM MINISTRY

Charter: Diocesan policy will provide that for even a single act of sexual abuse of a minor – past, present, or future – the offending priest or deacon will be permanently removed from ministry.

Compliance Summary*What we have done in the past*

- A specific protocol allowed for a clergy member to continue in active ministry after appropriate treatment and clearance from professional evaluators and with an established monitoring program in place.
- After 1994, someone in a supervisory or consultative role at the priest's assignment was informed of the priest's past history.

What we are doing now

- Eight priests stepped aside from active ministry in 2002 and will not be permitted to serve in active ministry again.
- All intake reports of clergy sexual abuse received by the Archdiocese are sent to the district attorney in the county where the offense occurred.
- The independent investigator continues review of cases.
- Information about the number of priest offenders and their current status has been publicly released.

What we will do in the future

- Any priest, deacon, or pastoral minister judged by civil authorities or the independent investigator to have sexually abused a minor will not serve in any ministerial capacity or hold any pastoral office.

CANON LAW

Charter: In every case, the processes provided for in canon law must be observed, and the various provisions of canon law must be considered.

Compliance Summary*What we have done in the past*

- Efforts have been made to respect the canonical rights of both victims-survivors and offenders.

- Accused clerics have been informed of their canonical rights and encouraged to seek canonical counsel.

What we are doing now

- Offenders are informed of their canonical rights and encouraged to seek both canonical and civil representation.

What we will do in the future

- The Archdiocese of Milwaukee will comply with the norms adopted by the U.S. Bishops and recognized by the Vatican.
- All efforts will be made to reconcile the processes of the Church with the expectations of the community.

PRIESTS NOT DISMISSED FROM CLERICAL STATE

Charter: If the penalty of dismissal from the clerical state has not been applied, (e.g., for reasons of advanced age or infirmity), the offender priest is to lead a life of prayer and penance and not celebrate Mass publicly.

Compliance Summary*What we have done in the past*

- Three canonical cases involving a potential penalty for abuse of a minor have been introduced. One case was completed in full process and the penalty of dismissal from the clerical state was imposed. The cleric appealed the case, and it was sent to Rome as required by church law. It remains unresolved. The other cases ceased because of the death of the priests.
- Some men have voluntarily sought dispensation from the clerical state or permanently departed from priestly ministry as a result of accusations of abuse of a minor.

What we are doing now

- Regardless of advanced age or infirmity, priests with a single, substantiated incident of sexual abuse of a minor are restricted from any public ministry, including saying Mass in public.

What we will do in the future

- The Archdiocese will prohibit public ministry for any priest with a single, substantiated incident of sexual abuse of a minor.
- Regardless of age or infirmity of the cleric, the Archdiocese will refer every case to the Congregation for the Doctrine of the Faith as

required by the U.S. Bishops' Conference Norms. They will be permanently prohibited from the exercise of priestly ministry even if not dismissed from the clerical state by CDF processes.

CHARTER ARTICLE VI

DIOCESAN STANDARDS FOR MINISTERIAL BEHAVIOR

Charter: While the priestly commitment to the virtue of chastity and the gift of celibacy is well known, there will be clear and well publicized diocesan standards of ministerial behavior and appropriate boundaries for clergy and for any other church personnel in positions of trust who have regular contact with children and young people.

Compliance Summary

What we have done in the past

- Sacred Scripture and the Code of Canon Law served as the underlying standard for ministerial behavior.
- The Code of Ethical Standards for Church Leaders was printed and distributed in 1994 and has been revised and reprinted since.
- Many of the elements of the Code of Ethical Standards predate its formal printing.
- Many of the elements of the Code of Ethical Standards are found in specific mandatory policies for Archdiocesan schools.

What we are doing now

- The Code of Ethical Standards is given to all clergy and church personnel and is available on the Archdiocesan web site.
- A summary of the Code dealing with reporting misconduct has been sent to every Archdiocesan parish school and religious education program for distribution to families.

What we will do in the future

- The Code will be reviewed by the diocesan review board on an annual basis to determine the need for revision.
- Education programs on the Code will be included in parish, school, and seminary workshops.

CHARTER ARTICLE VII

COMMUNICATION POLICY

Charter: Each diocese will develop a communications policy that reflects a commitment to transparency and openness.

Compliance Summary

What we have done in the past

- Decisions about communication regarding incidents of sexual abuse were made on a case-by-case basis.

What we are doing now

- Communication regarding sexual abuse cases follows these five important principles: openness, truthfulness, responsiveness, transparency and engagement.

What we will do in the future

- A formal communication policy will be written and in place by March 1, 2003.
- An annual reporting of sexual abuse statistics will be compiled.
- The financial impact of sexual abuse cases in the Archdiocese will be compiled and include information on legal fees, therapy costs, and out-of-court settlement information, as well as insurance reimbursements.

Note: Articles VIII, IX, X, & XI are being implemented by the U.S. Conference of Catholic Bishops with full endorsement and cooperation of the Bishops of the Archdiocese of Milwaukee.

CHARTER ARTICLE VIII

USCCB OFFICE FOR CHILD AND YOUTH PROTECTION

Charter: We authorize the establishment of an Office for Child and Youth Protection at our national headquarters. The tasks of the Office will include:

- Assisting individual dioceses in the implementation of "safe environment" programs
- Assisting provinces and regions in the development of appropriate mechanisms to audit adherence to the policies
- Producing an annual public report on the progress made in implementing the standards in this Charter.

CHARTER ARTICLE IX

ESTABLISHMENT OF NATIONAL REVIEW BOARD

Charter: A Review Board, including parents, appointed by the Conference President and reporting directly to him. The Board will approve the annual report of the implementation of the Charter in each of our dioceses, as well as any recommendations that emerge from this review.

CHARTER ARTICLE X

AD HOC COMMITTEE

Charter: The membership of the (USCCB) Ad Hoc Committee on Sexual Abuse will be reconstituted to include representation from all the Episcopal regions of the country.

CHARTER ARTICLE XI

INFORMING THE HOLY SEE

Charter: The President of the Conference will inform the Holy See of this Charter to indicate the manner in which we, the Catholic bishops, together with the entire Church in the United States, intend to address this present crisis.

CHARTER ARTICLE XII

SAFE ENVIRONMENT PROGRAMS

Charter: The diocese will establish “safe environment” programs.

Compliance Summary

What we have done in the past

- The Archdiocese established, promoted, and conducted programs on the Code of Ethics for priests, deacons, and lay ministers, starting in the mid-1990s.
- Schools were encouraged to use the “Kids Can” program and other community-based programs to help children understand “good touch” and “bad touch” and enable them to avoid being abused.
- Extensive policies and procedures have been in place since 1994 dealing with adult supervision of children and youth. Programs have been held to promote and explain the policies.
- The Archdiocese has worked with Catholic Mutual Insurance Company to have regulations in place for safety of children including crisis intervention and the promotion of safety. In-

service programs have been provided to pastoral ministers supervising children in this regard.

- Reporting protocols for reporting suspected instances of child and sexual abuse have been outlined and principals and teachers have been trained on these protocols.
- The Archdiocese has provided programs and resources on safe environment programs to school and parish staff.
- Staff and volunteers who work with children go through a criminal background check. If there is any question about the results, the adult is not allowed to work with children.
- Special programs have been held to train coaches on “safe environment” issues. The Archdiocese produced a video called “Coaches Certification Video.” It deals with such things as philosophy of working with children, risk management, and prevention. It comes with handouts and a discussion guide and is a mandatory part of the coaching certification process.

What we are doing now

- The Office for Response to Sexual Abuse (Project Benjamin) conducts education and training for priesthood candidates and lay students at Saint Francis Seminary.
- Project Benjamin consults with the Schools office and Schools staff regarding sexual abuse policies.
- Sexual abuse policies and programs are annually reviewed and updated. The policies on harassment were updated in 2001.
- The Archdiocese offers specific workshops on sexual abuse and various harassment issues.
- A special component in our Catholic Scouting program has been developed to address the issues of sexual abuse.
- Religious education directors and youth ministry directors are included in our programs to ensure they are as informed as school principals with regard to recognizing sexual abuse.

What we will do in the future

- Policies will be updated annually. Communication and education programs will promote the revised policies. This is necessary because of turnover in administrators, teachers, youth ministers, directors of religious education, and catechists at parishes and schools.

- Safe environment programs from other dioceses throughout the United States will be reviewed to benchmark “best practices.”
- The Archdiocese will be in contact with other public and private schools, and community-based organizations to research “best practices” in regard to safe environment education.

CHARTER ARTICLE XIII

BACKGROUND CHECKS

Charter: Dioceses will evaluate the background of all diocesan and parish personnel who have regular contact with minors.

Compliance Summary

What we have done in the past

- Background checks have been required on all Church personnel working with children since January 1, 1994.

What we are doing now

- It is the policy of the Archdiocese that all Church personnel must undergo criminal background checks as part of their employment at a parish or school or in any special ministry of the Archdiocese.
- Background checks are also required for all students in degree or certificate programs at Saint Francis Seminary.
- For men studying for the priesthood or diaconate, in-depth personal interviews are conducted and extensive background checks, and federal and state criminal background checks, and psychological testing are required.

What we will do in the future

- Background checks will continue.
- Research will be conducted to benchmark practices of the Archdiocese and seminary to ensure the best practices are in use for screening Church personnel, seminary students, and candidates for the priesthood.

CHARTER ARTICLE XIV

CLERICAL TRANSFERS

Charter: When a cleric is proposed for a new assignment, transfer, residence in another diocese or diocese in a country other than the United States, or residence in the local community of a religious institute, the sending bishop or major superior will forward and the receiving bishop or major superior will review – before assignment – an accurate and complete description of the cleric’s record, including whether there is anything in his background or service that would raise questions about his fitness for ministry.

Compliance Summary

What we have done in the past

- The Tri-Conference agreement established in 1993 between the U.S. Conference of Catholic Bishops, Conference of Major Superiors of Men and Leadership Conference of Women Religious has been followed by the Archdiocese since 1993. This agreement provides for written assurances by the diocese or religious order that full disclosure has been made about any past behavior that could result in a cleric or member of a religious order being considered unfit for ministry.
- The same procedures are used for diocesan priests from other dioceses that serve in the Archdiocese of Milwaukee.
- Every religious order with members serving in the Archdiocese was requested to have its policy on handling sexual abuse on file with the Archdiocese.
- The Archdiocese provided a statement of fitness for ministry, utilizing the Tri-Conference formula, any time one of its priests was to be assigned to ministry outside the Archdiocese.

What we are doing now

- The Archdiocese of Milwaukee has contacted every religious order and required that this document be on file with its Chancery office for every religious order member who is in service in the Archdiocese.

What we will do in the future

- The Archdiocese will require that this document be updated and filed for every religious order member serving in the Archdiocese every three years.

- A copy of the religious community’s policy on response to sexual abuse will be required to be on file with the Archdiocese before any of its members can minister within the Archdiocese.
- The superior of each religious congregation must provide the Archdiocese with written documentation of any allegations made against an individual and that no credible allegations exist against any individual seeking to minister within the Archdiocese. The Archdiocese reserves the right to ban, on investigation, any individual who seeks to minister within the Archdiocese
- If the Archdiocese receives a report of allegations of sexual abuse by order priests or religious, the Archdiocese will immediately report the incident to the district attorney and/or law enforcement.

CHARTER ARTICLE XV

IMPLEMENTATION WITH RELIGIOUS COMMUNITIES

Charter: The Ad Hoc Committee on Sexual Abuse and the Officers of the Conference of Major Superiors of Men will meet to determine how this Charter will be conveyed and established in the communities of religious men in the United States.

Compliance Summary

What we have done in the past

- Written protocols for how sexual abuse allegations against religious order priests have existed since 1994.

What we are doing now

- The Archdiocese is communicating its expectations for compliance with the Charter to all religious orders ministering in the Archdiocese.

What we will do in the future

- The Archdiocese will regularly release public reports on compliance with its requirements by religious orders ministering in the Archdiocese.

CHARTER ARTICLE XVI

RESEARCH

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

Compliance Summary

What we have done in the past

- The Archdiocese has participated in research done in conjunction with the U.S. Conference of Catholic Bishops.

What we are doing now

- The Archdiocese is providing requested information to the U.S. Conference of Catholic Bishops and the National Review Board appointed by Conference President Bishop Wilton Gregory.

What we will do in the future

- The Archdiocese pledges its continued cooperation with valid, scientific research such as institutional research, medical research, research conducted by colleges/universities, and research endorsed by the U.S. Conference of Catholic Bishops.

CHARTER ARTICLE XVII

DIOCESAN SEMINARY FORMATION

Charter: We pledge our complete cooperation with the Apostolic Visitation of our diocesan 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. Unlike the previous visitation, these new visits will focus on the question of human formation for celibate chastity based on the criteria found in Pastores Dab Vobis (1992)...and the recent Conference document Basic Plan for Ongoing Formation of Priests (2001) so as to assist priests in their living out of their vocation.

Compliance Summary

What we have done in the past

- The Clergy Personnel office, overseeing all matters dealing with priest personnel issues including issues of healthy lifestyle, was

established in 1980 as a way of supporting priests in living their vocation.

- The Clergy Wellness program was begun in 2000 as another way to ensure priests are living healthy lifestyles. The Clergy Wellness program encourages priests to live a healthy lifestyle through exercise, diet, regular medical check ups and dealing positively with stress-related issues.
- The Vicar for Clergy position was established in 1980 to serve as another way to provide support for priests through serving as the priests' pastor.
- Saint Francis Seminary was reviewed at five or 10-year intervals to assure that formation programs met or exceeded national standards.

What we are doing now

- The board of directors of Saint Francis Seminary has directed that a complete report be compiled on the formation program.
- Participation in priest support groups is encouraged by the Archbishop, Bishop, and Vicar for Clergy. Priest support groups meet on a regular basis and allow priests to discuss the challenges they face and the support they receive in their vocation and in their ministry assignment.

What we will do in the future

- Saint Francis Seminary will welcome the Apostolic visitation and review recommended in the Interdicasterial Meeting with the Cardinals of the United States and the Conference Officers in April 2002.