



**ADDITIONAL ACTIONS
2007**

ADDITIONAL ACTIONS

During the 2007 annual compliance audit as with previous audits, the arch/dioceses/eparchies were asked if they had any “Additional Actions” for the protection of children which they would like to share with the auditors. The wording on the audit form is stated as follows:

The following is submitted as reflective of this diocese’s/eparchy’s advancement in the implementation of the Charter for the Protection of Children and Young People. Each example took place during the current audit period, and exceeds what is required by the Charter.

(Describe the activity, providing as much detail as possible, to include the nature of the situation, what the diocese/eparchy has done, and how it has been received by the intended audience. The action must have occurred between the first day of the last compliance audit to the first day of the current compliance audit, and will be verified by the Auditors. Please limit your response to one or two paragraphs for each action.)

What is reflected as an additional action is what the arch/diocese/eparchy provided to the auditors during their audit. These additional actions are a further continuation of the efforts by the arch/dioceses/eparchies to reach out to victims to help with their healing and reconciliation and to keep the promise to protect child.

So we all can learn from one another, following is a listing by arch/diocese/eparchy of the additional actions submitted to the auditors in 2007.

Diocese of Albany, NY

- **The Independent Mediation Assistance Program (IMAP)**

Though there is no legal mandate to do so, the Diocese is providing financial support for the Independent Mediation Assistance Program (IMAP) for clergy sex abuse victims, developed and administered by retired New York State Court of Appeals Judge Howard A. Levine. Since its inception in September 2004, the program has reached agreements with 44 individuals totaling approximately 2.74 million dollars. Three remaining individuals are in the process of mediation. In developing this program, Judge Levine researched clergy sexual abuse programs nationwide and consulted with victims, families, attorneys, advocates and academics who have studied the issue. The Diocese has benefited from the insights Judge Levine has shared from his research. The program incorporates features of Restorative Justice. The assistance given goes beyond financial. The victim is very much a part of structuring both material and non-material assistance given. Though IMAP has been brought to a close, the diocese continues this program. Six victims have received comparable assistance directly from the diocese.

- **Software Filtering Program Installed on Parish Computers**

Bishop Hubbard has been pro-active and has gone beyond the Charter requirements for maintaining a safe –environment for children in this diocese. He issued an Internet safety policy that all employees including clergy as well as volunteers using parish computers have to agree to and sign. Beyond this, our bishop has ordered a software-filtering program to be installed on all parish computers. This program prevents access to pornography and other inappropriate materials. When attempts are made to access these inappropriate sites, the Director of Information Technology as well as the Chancellor are informed and appropriate action is taken. So far, this software has been installed on 232 computers in 75 parishes.

To highlight the diocese’s concern for children victimized by pornography, Bishop Hubbard commissioned the diocesan newspaper “The Evangelist” to write a story about the victimization of children through pornography. This article was included in the binder distributed at the conference held on September 13, 2007 sponsored by the Office of Child and Youth Protection in Washington on this issue.

See attached article.

Bishop Hubbard also addressed the issue of child pornography and reviewed the mandates of the Charter at the Convocation for priests in November this year.

- **Information about other orders**

The diocese has on file the policies of the orders that minister in the diocese.

This information is helpful as we are aware of the policies and procedures in place within the order to maintain a safe environment for children. This information is particularly helpful when reaching out to someone who has an allegation of abuse against a member of the order.

As a direct result of our Bishop’s example of out reach to victims and offering them both material and non-material assistance with strong components of apology and reconciliation, to date, five other orders have offered victims comparable assistance through the diocese.

- **Collaboration with the Private Catholic Schools**

Sr. Jane Herb our Superintendent of Diocesan Schools meets with the private Catholic schools to discuss their compliance with the safe environment and background checks needed to maintain a safe environment for children. As a result of these meetings, the private schools are aware of the steps necessary to comply with the Charter. Beginning this academic year, the Superintendent is following up with the private schools to ensure that they are submitting the proper compliance forms to her office.

Diocese of Allentown, PA

- A Safe Environment Quick Reference Guide was developed and distributed to all locations in the Diocese. This guide will help locations determine what should be completed and in their files for all of their employees and volunteers who are reasonably expected to come into contact with children.
- The Diocese of Allentown's website (www.allentowndioocese.org) was enhanced and expanded to include information regarding all of the Charter Initiatives. This part of the website may be viewed by clicking on "**Protection of Youth**" on the left side of the web page. We have included details regarding the following: the Victims' Assistance Coordinator, Sexual Abuse Policy and Code of Conduct; the Diocesan Review Board; and the Diocese's Safe Environment Programs including the Background Check Policy for employees and volunteers, Protecting God's Children, the School Program for students and CCD/PREP students, the Parent Program, and Vendor Affidavits. There are Frequently Asked Questions, forms and contact information listed. The Safe Environment Quick Reference Guide is also included.
- The Diocese of Allentown's Background Check policy was expanded to include the new Commonwealth of Pennsylvania mandate as of April 1, 2007 that all new School employees are required to have a Federal Criminal History Check (fingerprint) performed.
- The Victims Assistance Coordinator pamphlet was produced in two additional languages: Vietnamese and Portuguese and distributed to the parishes where Masses are celebrated in those languages. The Diocese of Allentown now has the pamphlet in English, Spanish, Vietnamese and Portuguese.
- The voicemail message for the Victims Assistance Coordinator's telephone number was updated to the following:

"Hello, you have reached the confidential voice mail of Barbara Murphy, Victim Assistance Coordinator of the Diocese of Allentown. Your call is extremely important to me and will be returned as soon as possible. If you choose to call back, I am generally available Monday through Friday from 8:30 a.m. to 4:30 p.m. I truly regret the necessity for you to be making this call and assure you the Diocese is committed to do everything within its power to help with your healing."

Ms. Teresa Kettelkamp of the United State Conference of Catholic Bishops' Office of Child and Youth Protection told Mrs. Murphy that this was, "The best message she had heard on a voicemail."

- The Diocese of Allentown Self-Insurance Program includes mandatory annual inspections of every diocesan location. These inspections are carried out by the claims risk managers employed by the administrator of the self-insurance program, Catholic

Mutual Group. Since, July 1, 2004, part of their risk management on-site inspection has included an audit of the employee and volunteer files. The audit includes a check of files to determine if the appropriate documentation is in place. If proper documentation is not in place, deficiencies are indicated on their Risk Management Report and follow-up action is mandated to rectify the deficiencies.

Diocese of Altoona-Johnstown, PA

The Diocese offered to pay for all background checks from mid September, 2005 through October 5, 2005.

Betsy Chilcote went on-site with various locations to work side by side with principals/secretaries in order to help the location become compliant.

For the Teaching Touch Safety Program, all locations received spiral bound copies of each lesson and all locations also received copies of the Teaching Touching Safety introductory DVD.

Diocese of Amarillo, TX

Over the past calendar year, Rev. Msgr. Harold Waldow has directed ten retreats: ACTS and Cursillo where he gave a presentation that includes Charter issues that the Diocese has faced: sexual misconduct of priests, removal of pastors, the aftermath in parishes, victim's assistance aftercare programs and dealing with depression. He speaks about his role as Vicar of Clergy and his rapport and ministry with victims.

There are ten retreats in each calendar year. The retreats are English and Spanish language weekend retreats. The retreats are always at the Bishop DeFalco Retreat Center. The attendance is about 75 retreatants on each weekend; ergo 750 people involved, not including follow-ups.

Diocese of Arlington, VA

The following is submitted as reflective of this diocese's/eparchy's advancement in the implementation of the *Charter for the Protection of Children and Young People*. Each example took place during the current audit period, and exceeds what is required by the *Charter*.

MASSES TO PRAY FOR HEALING FOR VICTIMS/SURVIVORS OF SEXUAL ABUSE

In June 2004, His Excellency, Bishop Paul S. Loverde, offered the first Mass to Pray for Healing for Victims/Survivors of Sexual Abuse in the Diocese of Arlington. To date, the Diocese of Arlington has celebrated a total of 19 Masses for this intention. The readings, music and Prayers of the Faithful have been especially selected to offer healing to victims/survivors. During the last Audit period from October 10, 2005 until June 30, 2007, the Diocese of Arlington celebrated 8 Masses for this intention. At the end of the Mass, Patricia Mudd, Victim Assistance Coordinator, speaks to the group to describe the work she is doing and invites victims/survivors to report sexual abuse as well as to call her for referrals for therapy, spiritual assistance, information on the Support Group and

help with healing. We have celebrated these Masses in various places in the diocese from Arlington west to Winchester and south to Fredericksburg and the northern neck of Virginia. During this audit period, they were held at

- St. Francis de Sales, Purcellville on October 13, 2005;
- Our Lady of Good Counsel, Vienna on November 7, 2005;
- Church of the Nativity, Burke on February 7, 2006;
- St. Luke's, McLean on April 26, 2006;
- Holy Family, Dale City on June 12, 2006;
- St. John the Apostle, Leesburg on October 12, 2006;
- St. Charles, Arlington on March 26, 2007;
- Our Lady of Angels, Woodbridge on June 11, 2007

The Masses have been followed by a simple reception which enables Bishop Loverde, Father Mealey, Father Specht and Pat Mudd to welcome those who attend and to particularly reach out to victims/survivors. As well as prayer for a very serious problem in the Catholic Church, the Masses have been a real outreach to victims/ survivors. We have found that some victims will come forward and introduce themselves to the diocesan staff in attendance and others will call the next day. Generally, we have received a few calls from victims/survivors after each of the Masses. We hear from victims/survivors that it is very powerful for them to hear of Bishop's sorrow for the abuse they have suffered and his prayers for their healing. We estimate that 1,250 people have attended these Masses since their inception in June 2004.

PRAYER SERVICES FOR HEALING FOR VICTIMS SURVIVORS OF SEXUAL ABUSE

In addition to the Masses to Pray for Healing for Victims/Survivors of Sexual Abuse, the Diocese of Arlington has also hosted a series of Prayer Services for this intention. Rev. Mark Mealey, O.S.F.S., Vicar General, has been the main celebrant of the 8 Prayer Services for Healing for Victims/Survivors beginning in April 2005. The Prayer Services during the last audit period have been held at

- St. Ann's, Arlington on January 7, 2006;
- Christ the Redeemer, Sterling on March 11, 2006;
- St. William of York, Stafford on May 20, 2006;
- St. Thomas a Becket, Reston on September 30, 2006;
- St. Patrick's, Fredericksburg on November 4, 2006;
- Good Shepherd, Alexandria on April 14, 2007.

The Prayer Services were begun as an effort to reach out to those victims/survivors who might find it difficult to come to Mass. They have been held on Saturday morning from 10:00 to 12:00 Noon. We usually begin with donuts and coffee and then move to the chapel or church. We use the same readings, music and Prayers of the Faithful as for the Masses. Father Mealey also gives a homily expressing his sorrow for the pain suffered by victims/survivors; his concern about the response of some church leaders to this crisis and assuring the victims/survivors that they are not to blame for the abuse they have suffered. Pat Mudd, VAC, invites victims/survivors to call her for assistance with

referrals for therapy, spiritual direction and information on the Support Group. One of the highlights of these Prayer Services has been the sharing of Victim/Survivor Testimony by one of our survivors. We have two survivors who have publicly shared their struggles and efforts to heal with other victims. This public testimony seems to give the message that it is okay to talk about what has happened and has often led to an impromptu group meeting at the reception following the Prayer Service. The victims/survivors who attend have pulled up chairs to a table and begun to share their experience and efforts to heal with one another, Father Mealey and Pat Mudd. We estimate that 155 people have attended the Prayer Services since their inception in April 2005.

EVENINGS WITH BISHOP LOVERDE AT DOMINICAN RETREAT

Beginning in December 2005, Bishop Loverde has invited victims/survivors of sexual abuse and their spouse or a support person to a series of evening meetings at the Dominican Retreat in McLean, Virginia. The meetings consisted of Dinner, Discussion and a Prayer Service. We have had 5 of these meetings with Bishop Loverde, Father Mealey, Father Specht and Pat Mudd attending and being present to the struggles and pain of victims/survivors of sexual abuse. The discussion has been open with Bishop and the diocesan staff listening to whatever victims/survivors and their spouse or support person wanted to share about efforts to heal from sexual abuse. Bishop Loverde then takes the opportunity to encourage those in attendance in their spiritual and psychological struggles from the pain of abuse. Bishop then leads the group in a Prayer Service for their healing and that of the whole Church. After each Prayer Service the Bishop gives victims/survivors and their spouse or support person a memento of the evening such as a rosary, statue of Mary, crucifix, Golden Counsels of St. Francis de Sales or a prayer card. The meetings are open to those abused by clergy, deacons, religious men and women, employees and volunteers of the church as well as those abused in their families and on the street. The evenings were held at the Dominican Retreat on December 12, 2005, April 10, 2006, November 6, 2006, March 5, 2007 and May 7, 2007 (held at Our Lady of Good Counsel as the Dominican Retreat was not available). A total of 114 people have attended the various programs at Dominican Retreat for victims/survivors, their spouses and a support person.

SUPPLEMENTAL TRAINING OF PRIESTS TO PROVIDE SPIRITUAL ASSISTANCE TO VICTIMS/SURVIVORS OF SEXUAL ABUSE

In our efforts to comply with the Charter for the Protection of Children and Young People, the Diocese of Arlington asked a number of experienced priests to offer spiritual assistance to victims/survivors of sexual abuse. In addition to their seminary training and years of experience, the diocese has provided two additional trainings for them. The first was conducted by Rev. Stephen Rossetti, Ph. D., D.Min., on February 7, 2005, (previous audit period) at St. Luke Institute, Silver Spring, Maryland. Eight priests and the victim assistance coordinator attended the training. The topic was Spiritual Direction with Victims of Child Sexual Abuse and Sexual Exploitation. It was well evaluated by the priests in attendance.

The second training was held on March 6, 2007, at Our Lady of Good Counsel, Vienna, Virginia. The program was divided into a morning and afternoon session. The morning presentations were by Dr. Art Behrmann, psychiatrist in private practice, consultant to Catholic Charities, Diocese of Arlington, and practitioner of Bowen Family Practice. Ms. Kathleen Cauley, Masters in Counselor Education, University of Pittsburg, studied Bowen Family therapy and also marriage and family therapy. She is a member of the Review Board in St. Petersburg, Florida where she formerly lived. They shared a presentation on pastoral care of the victim/survivor of sexual abuse. Dr. Behrmann focused on working with the abused individual and characteristics of the traumatized person. Ms. Cauley encouraged the clergy present to look at their family system for information about themselves and how they respond to anxiety and crisis. The afternoon session was a presentation by two survivors of sexual abuse who spoke publicly about their abuse at the Prayer Services sponsored by the Diocese of Arlington. They shared their struggles with abuse, their efforts to heal spiritually and emotionally and also their difficulties with the diocese where the child sexual abuse happened. Nine priests and the victim assistance coordinator attended the training. The priests evaluated the presentations as very helpful to their work.

VICTIMS/SURVIVORS PLANNING GROUP

In an effort to be responsive to the needs of victims/survivors of sexual abuse, the Diocese of Arlington formed a small Victims/Survivors Planning Group. The goal of this group is to give feedback to the Victim Assistance Coordinator on the various efforts made by the diocese to outreach to victims/survivors and to encourage their psychological and spiritual healing from the trauma of sexual abuse. The group has met three times thus far, June 14, 2006, March 15, 2007 and June 25, 2007. The June 14, 2006 meeting was attended by three survivors and two of their spouses along with the Victim Assistance Coordinator. In March, 2007 we expanded the group and added two more survivors. Thus, five survivors, one spouse and Father Mealey and Pat Mudd attended this meeting. In June 2007, the third meeting was held. There were three survivors, one spouse, Father Mealey and Pat Mudd at this meeting. The main work of the group thus far has been to review the programs offered by the diocese, make suggestions for additions or changes and offer additional thoughts for future programs. Due to the number of suggestions, the group agreed with a suggestion to develop a three year plan which has been completed. The victims/survivors who have participated in this group seem to feel a certain ownership to the program and are very interested in our success. They bring an additional dimension to serving the needs of victims/survivors in the Diocese of Arlington which we find very helpful. There is a feeling that we, Bishop, diocese employees, and survivors, are working on this problem in our Church together.

SCOPE OF OUTREACH TO SURVIVORS OF SEXUAL ABUSE IN THE DIOCESE OF ARLINGTON

Bishop Loverde has opened the resources of the Diocese of Arlington outreach to victims/survivors of abuse by clergy and deacons within the diocese and also to victims from other dioceses and religious orders who live in our diocese now. In addition, he has encouraged the Victim Assistance Coordinator in outreach efforts to victims/survivors of incest and violence on the streets not specifically related to the Church. During this past audit period, there have been a total of 81 new calls to the Victim Assistance Coordinator from victims/survivors of sexual abuse seeking assistance for referrals for counseling, spiritual assistance, attending the Masses, Prayer Services, Support Group and Evenings with Bishop Loverde at the Dominican Retreat House. Fifteen victim/survivors who called the diocese prior to this audit period have continued to receive assistance through our programs. Bishop Loverde has also met individually with some victims/survivors and their spouses to assist them in their spiritual healing from the pain of abuse.

Archdiocese of Atlanta, GA **Supplemental Safe Environment Training for grades K-12 in PSR**

Although the Charter is satisfied by PSR students receiving Safe Environment Training in their Public School System Health and Safety curriculum, we wanted them to learn about what God wants for them on this very important issue as well.

- We trained 8,886 PSR children grades K-12 since our last audit 10/2005
 - See Exhibit 12
 - *YOU MATTER materials*
 - *Grades K-3 Coloring Book*
 - *Grades 4-8 Activity Book*
 - *Grades 9-12 DVD*
 - *Memo to Pastors, DREs, Youth Ministers, Business Managers*
 - *Children/Youth Safe Environment Trained Binders*
 - See Exhibit Add'l Actions
 - *Sample Parent Notification Form*

Diocese of Baker, OR

We are currently involved in the formation of a program to educate and inform parents on how to actively educate and protect their own children.

We also have trained additional facilitators to present the Virtus program in our parishes and thus making it easier and more efficiently train our employees and volunteers.

Diocese of Baton Rouge, LA

- Child Protection brochures were sent out in the Catholic Commentator
- Victims of sexual abuse were invited to speak to the Priests at their formation meeting

Diocese of Belleville, IL

The Diocese of Belleville has required all Employees/Volunteers who have substantial contact with children to attend an annual training. Last year's course consisted of articles to read with an optional discussion and this year's course is a PowerPoint presentation with discussion included. The topics are Disclosures and Internet Safety respectively. Although some feel that annual training is too much, the majority have been receptive to the information.

We have also required that the Children's Training be annual. Community-based agencies go into the Catholic Schools and PSR programs to provide information to the children regarding child safety, as required by the Charter. There is an age-appropriate presentation for each age group, so the program builds every year.

During this audit period, the Office of Child Protection has collaborated with the Office of Education as they go into the schools and parishes for accreditation visits. This is also in conjunction with the State Board of Education's Recognition Visits. During their on-site audits we review all aspects of the Child Protection Program ranging from trainings to background checks. This has been well received and has created a bigger awareness within the diocese of the importance of child protection.

The Office of Child Protection has begun to send out notices to our parishes and schools when we become aware of a sex offender in the area who is not in compliance with the sex offender registry or if suspicious activity has been reported to the sheriff's office. This information is supplied by the sheriff's department.

Diocese of Biloxi, MS

The Diocese of Biloxi hosted the first of the 2006-2007 audit workshops in December 2006, inviting the dioceses of our region to take part in preparing for the 2007 round of audits.

In addition to publishing reminders in the diocesan newspaper and parish bulletins, we make available our policy, related child protection documents, and method of reporting of our diocesan website. The policy itself is available in English, Spanish and Vietnamese.

Diocese of Bismarck, ND

1) From time to time we purchase age appropriate teaching materials from the North Dakota Chapter of the Alliance for Children's Justice to distribute to parishes. The most recent item distributed several months ago was a booklet for the kindergarten-age children titled *My Body Belongs to Me*.

2) Realizing the difficulty in getting parents to participate in training sessions sponsored by parishes, we developed a plan whereby child abuse prevention methods / topics could be brought into every Catholic household, close to 25,000, in the diocese. This necessitated an agreement with CHURCH magazine to publish in our August 2007 issue of the diocesan monthly newspaper to print their informational training pamphlet titled *Keeping Our Children Safe*. The publication is an effective aid in talking with children about abuse prevention issues. Although our newspaper did not reach the homes through

the mail until the last week in August, we started the process in early June. We have received many compliments on the article.

3) While the following action might not be appropriate for “Additional Actions” I do feel that it would be beneficial to diocesan safe environment administrators. Many states have a state-wide organization called Alliance for Children’s Justice, a state chapter of Prevent Child Abuse America. I became a member of their board about three years ago and have found that participation in the organization has been of great help in exchanging ideas and learning from a cross section of organizations within the state on issues dealing with the prevention of child abuse. I strongly recommend this organization as one from which the diocesan program administrators would derive some benefit. The web link is:

<http://www.preventchildabuse.org/index.shtml>

Diocese of Bridgeport, CT

1. A Health and Safety Committee for Diocesan schools was established during this audit review period. The Health and Safety Committee works in collaboration with Diocesan schools and local police departments to ensure rapid response during an emergency. The committee also reviews incidents, accidents and alerts and they will help to facilitate notifications of a registered sex offender moving near a school or parish.

2. Safe Environment School Self-Audit. This audit was implemented in 2006 in order to evaluate school safety plans that were in place such as procedures for lock downs, shelter in place, evacuations, fire drills and security measures to control access to buildings and guard against possible intruders.

3. Safe Environments sponsored a Bullying Prevention and School Violence Prevention Program for all School Principals. The presentation was based on the State of CT School Violence Prevention Curriculum.

4. A Parish Self-Audit process was implemented during this review period.

5. Safe Environment training programs are available to members of our Diocese in the following languages: English, Spanish, French-Creole, Portuguese, Vietnamese, and Polish. Classes have also been held in sign-language. The Sexual Misconduct Policy and the Code of Conduct have been translated into Braille for individuals with special needs. Additional language translation added this year: VIRTUS brochure translated into Italian. The translation was shared with VIRTUS for use in any dioceses using VIRTUS programs and in need of translation.

6. Onsite diocesan financial audits at the parishes include a review of Safe Environment programs.

7. During this audit review period the Director of Safe Environments received training by Child Protection authorities, The Department of Children and Family Services to become certified as a trainer of CT mandated reporting policies and procedures. This training is in addition to the VIRTUS Safe Environment training program and is provided to all school principals.

8. Re-certification: Safe Environment continuing education programs and in-services are provided for School teachers, Directors of Religious Education and School Principals annually. Training for all children in grades 1-12 is repeated annually.

Diocese of Brooklyn, NY

October 4, 2006- “Another Look and Child Sexual Abuse and Prevention”

A workshop co-sponsored by the Safe Environment Office and Catholic Charities of Brooklyn and Queens

Venue: St. Francis College

Target participants: Child care agency workers in New York City

Purpose: to showcase the Child Protection Programs already in place in the Diocese of Brooklyn.

Keynote speaker: Robert Hugh Farley- “The Internet and Child Sexual Abuse.”

Presenters: Ken Wooden, founder of Child Lures, Patricia Neal, Executive Director of VIRTUS, Ken Lau, LCSW, Executive Director of Children First, Fordham University.

Reception- Excellent

June 29, 2006: Pilot Program for Teachers, Directors of Religious Education and Youth Ministers (total-30)

Praesidium Training on “Boundaries” Program for 6-8 graders.

Sept. 19, 2006-Theological Perspective on Use of Praesidium or Child Lures

Speakers- Father Hugh Gillespie & Dr. Phil Franco

Reception- Mixed reviews of Praesidium Program

Excellent for Father Gillespie and Dr Franco

June 29, 2007: Evening Prayer for Healing of Victims of Abuse and Sunday Intercessions designed to be used by parishes on the Solemnity of the Sacred Heart of Jesus.

Reception: Good

Note: This material was shared with several dioceses throughout the country via the USCCB email system for Safe Environment Coordinators.

Media Publication in *The Tablet*, Diocese of Brooklyn newspaper

Articles:

Orientation and Welcome to the Diocese of Brooklyn (Msgr Marino) and

Presentation of Virtus (Sister Pat Hudson) for summer priests.

Special Articles to Commemorate the 5th Anniversary of the Bishops’ Charter for the Protection of Children and Young People.

“Protecting Children,” Bishop DiMarzio’s column, “Put Out into the Deep” in The Tablet.

Reception: Excellent

Ongoing, quarterly dialogue sessions with the Voice of the Faithful

Reception: Excellent

Diocese of Burlington, VT

Two additional actions are worthy of note for this audit period.

The first action of note is the introduction of the *Shield the Vulnerable* program, which is an on-line safe environment program (in addition to our Virtus “Protecting God’s Children” program). This on-line program is produced by Lawroom of San Francisco, California, and is specifically tailored to the current law in the state of Vermont. This program, begun June 1, 2007, is being offered to at present to all teachers and staff at our Catholic schools, and also to our employees here in the Diocesan offices. Plans are underway to expand this program to all paid parish personnel in the future, and to add additional safe environment programs (as they become available) for the teachers and staff at our school.

The second action of note is the introduction of our **Parishsoft** Environment Program Management software. This new program, contracted in June of 2007, is a computer program that will allow our office, and the parish offices of the Diocese, to more efficiently track the requirements of the Diocese for compliance with *Charter* directives. This church management software is specially designed for Safe Environment Administration.

Diocese of Camden, NJ

In order that allegations are responded to and reported when there is reason to believe sexual abuse has occurred, a special toll-free 800 number (1-800-964-6588), which is connected to the diocese’s Victims Assistance Coordinator, was established by the diocese in April 2002. All allegations received through the 800 number are reported to the local county prosecutor and to the diocese. The 800 number was also established to ensure that assistance requests can be made easily to the diocese’s Victims Assistance Coordinator.

The landmark “Memorandum of Understanding” between the New Jersey dioceses and county prosecutors codifies the long-standing practice of the diocese to cooperate with law enforcement and provides an additional way to facilitate the reporting to authorities of any sexual assault of minors. The diocese goes beyond the *Charter* requirement that dioceses will “cooperate” with public authorities about reporting in cases when the person is no longer a minor in that it reports *all allegations of abuse to public authorities, whether the person bringing the complaint is a minor or now an adult, no matter how long ago the abuse is alleged to have occurred, and whether or not the accused is living or deceased.*

In addition to the *Charter* requirement that there be an experienced Victim Assistance Coordinator, the diocese has a Clinical Advisory Panel of experienced professionals not affiliated with the diocese that conducts quarterly reviews with the Victim Assistance Coordinator of whatever assistance is being provided to those who have been victimized. This is done in order to ensure that the level and quality of care being provided to the victim through the Victim Assistance Coordinator meets the victim’s needs. The Clinical Advisory Panel, which includes a victim of sexual abuse, consists of: Robert Crawford, Ed.D., M.S., Nancy Rocereto,

ACSW, and Julie Ann Lipman, Psy.D., of the University of Medicine and Dentistry of New Jersey.

The *Charter* requires that support groups for victim should be “fostered and encouraged” in every diocese and in local parish communities. The Diocese of Camden has gone beyond this by sponsoring and making available a weekly support group which is available for victims of clergy sexual abuse, facilitated by an independent, licensed clinical social worker. This was done in specific response to a victim of abuse who requested that the diocese sponsor such a group. After the Victim Assistance Coordinator consulted with the Center for Children’s Support at the University of Medicine and Dentistry of New Jersey (UMDNJ—the state university of the health sciences and the nation’s largest institution of its kind) to locate an expert in the area of sexual abuse, the diocese contracted with Steven Carroll, L.C.S.W to facilitate the support group.

Realizing that the best way to obtain accurate criminal histories is through the use of *fingerprints*, the diocese requires that a criminal history background check based on fingerprints processed through the Federal Bureau of Investigation (FBI) and the New Jersey State Bureau of Investigation (SBI) be performed on employees, including clergy, who have regular contact with minors. In addition, the diocese requires that *all clergy* (priests and deacons) receive the fingerprint background check, not only those who have regular contact with minors.

At the direction of Most Reverend Joseph A. Galante, Bishop of Camden, the Diocese in October 2004 established its Office of Safe Environment for Children Youth & Adults under the direction of Rod J. Herrera, L.C.S.W. In this new, full-time paid position, Mr. Herrera oversees the Diocese’s programs of prevention, including background checks, safe-environment training and codes of conduct.

In addition to this office, each of the diocese’s 124 parishes and 54 elementary schools and 10 high schools have a Safe Environment Coordinator who works directly with the diocesan office to ensure compliance with the criminal history background check policy and the safe environment policies of the diocese.

In addition to its existing programs, the diocese’s Office of Safe Environment for Children, Youth & Adults, collaborating with the Office of Catholic Schools, last year published and distributed a new “Acceptable Use Policy for Technology Available at School” for our students, faculty and school administrators. There is a student version of the policy, as well as a version for staff. Accompanying the Policies are “Guidelines for Internet and Electronic Communications,” in student and staff versions. These documents have been posted to the website under “Prevention.”

The diocese has also developed a new “Chaperone Policy” which sets forth the requirements for youth ministry, elementary and secondary school field trips, overnight events and retreats involving minors, including guidelines for adult supervision, permission and consent forms, background checks, and more. This policy, which went into effect in September, was developed by the Office of Safe Environment for Children, Youth & Adults, the Offices of Catholic Schools, Religious Education, Youth and Young Adults and the St. Pius X Spiritual Life Center.

Also, in 2007, Bishop Joseph Galante appointed Mr. Rod J. Herrera, director of the Office of Safe Environment for Children, Youth and Adults, to also be the monitor of the crisis and emergency plans for all the elementary and secondary schools. Working collaboratively with the Office of Catholic Schools, his office ensures all schools have a crisis plan, updates them yearly and drills them during the academic year.

As part of its policy of open communication with the public and to ensure that its policies, procedures and expectations with regard to sexual abuse of minors are widely disseminated, the diocese has continued to maintain and feature prominently (it is the first button on the diocese's home page) a comprehensive site structured around the major articles of the *Charter for the Protection of Children & Young People* and explains how the diocese is fulfilling the mandates of the Charter. Significantly, it includes contact information and links to each county prosecutor and the local offices of the New Jersey Division of Youth and Family Services. The site includes the following key sections:

Accountability of Procedures: Text and reports related to the John Jay and National Review Board Reports and the Gavin Audit Reports, with links to the national Office of Youth Protection and National Review Board.

Standards for the Protection of Children & Young People: Complete text of the Charter for the Protection of Children & Young People (English & Spanish), Norms, New Jersey Provincial Policy, Memorandum of Understanding (and accompanying Commentary), Revised Guidelines of the Diocese of Camden, Recommendations of the Borden Committee, Statewide Policy on Criminal History Background Checks, Guidelines for the Conduct of Spiritual Directors and Counselors (English and Spanish), and Policy on Sexual Harassment. Also, Chaperone policy, Acceptable Use Policy for Technology Available at School and Guidelines for Internet and Electronic Communications.

Report Sexual Abuse: Describes the toll-free 800 number established by the diocese to facilitate the reporting of abuse allegations and to assist victims in arranging for support services. It also includes contact information for county prosecutors and for the local offices of the Division of Youth and Family Services.

The Diocesan Response: A chronological listing of significant events in the Church's response to sexual abuse of minors with links to key documents and support materials.

Victim Assistance: Information about and services provided by the Victim Assistance Coordinator, the Clinical Advisory Panel, the Support Group sponsored by the diocese for victims and the diocese's program of Pastoral Outreach.

Prevention: Description of the diocese's program of preventive training, including its code of conduct, policy on sexual harassment and background checks and the newly created Office of Safe Environment for Children, Youth & Adults. Also, Chaperone policy, Acceptable Use Policy for Technology Available at School and Guidelines for Internet and Electronic Communications.

As part of its policy of open communication with the public and to ensure that its policies, procedures and expectations with regard to sexual abuse of minors are widely disseminated, the diocese produced a full-color, two-page pull-out section in the June 8, 2007 edition of the

Catholic Star Herald (which has 27,000 readers in the six southern counties of New Jersey) outlining the diocese's program for the protection of children and young people. The information piece contains information on how to report sexual abuse, the diocese's programs of prevention (including background checks, training and code of conduct), assistance to victims, support group, clinical advisory panel, Diocesan Review Board, and the process for removal from ministry when a cleric is credibly accused of sexual abuse. The same piece was mailed to all pastors of the diocese and made available electronically to the parishes for insertion in parish bulletins.

In addition, color flyers promoting the diocese's 800# and support group were also mailed to all pastors for posting in parish facilities.

Diocese of Charleston, SC

1. The Diocese of Charleston asked every parish and school to designate an onsite Safe Environment Coordinator. This individual acts as a point of contact to the diocese with any questions and gives support to the parish when needed. The Safe Environment Coordinator also serves as the person on-site who verifies the status of any safe environment process the diocese requires. (see job description)
2. A safe environment e-letter is sent out to all diocesan managers, priests and principals monthly. This e-letter focuses on safe environment issues and serves as a reminder of what steps must be taken in order to create safe environments in our parishes and schools.
3. The creation of a safe environment website is near completion. This website will be a central location for all information and materials necessary to run a safe environment program in a parish and school. It will also feature a 'Kids Corner which give prevention tips and will educate children on what they should do if they feel they are a victim of abuse or know someone who might be.

At this time, the diocese is in the process of investigation the option of creating a podcast of a Virtus session to help meet the requirements for ongoing training.

Eparchy of Chicago, St. Nicholas

1. In May 2006, members of the Review Board, including Dr. Hryhorczuk and Ms. Anna Macielinski, and two representatives of Immaculate Conception Schools, gave presentations at the Eparchy's Clergy Conference held in Michigan. Approximately 25-30 members of the clergy were present at the meeting. The presentations involved two separate areas: (1) the Article 12 training of children using Child Lures Program at Immaculate Conception Schools in Warren, Michigan; and (2) Ms. Macielinski gave a presentation to the clergy on a new area when they visit homes of parishioners: the signs and symptoms indicative of abuse of the elderly. Judge Jachnycky was also present at the conference to answer any questions dealing with the Eparchy's policies and practices regarding sexual abuse.
2. In September 2006, Dr. Hryhorczuk gave a presentation at a Michigan Deanery meeting in Detroit. There are approximately 12 clergy members in this Deanery. She presented

information regarding the articles of the charter and answered subsequent questions. This meeting is discussed in the Minutes of the Review Board meeting held on June 30, 2007.

3. In May 2007, Judge Jachnycky gave a presentation at the Eparchy's Clergy Conference, announcing the upcoming audit, including the schedule of the parishes to be audited. Judge Jachnycky also gave suggestions on how pastors can prepare for the audit. Approximately 20 members of the clergy attended the presentation.
4. In June, 2007, the Eparchy's newspaper, the New Star, published an article by Judge Jachnycky on the upcoming audits. The purpose was to inform all parishioners that this year's audit would include individual parishes. The New Star is delivered by mail and free of charge to all parishioners of the eparchy located in 16 states. The article identified the parishes to be audited and provided information on the audit process.

Diocese of Cleveland, OH

1. The Cleveland Review Board operates independently, so that allegations are received by the Board and assigned to an investigator who is overseen by a committee of the Board. This is done so that all perception that the diocesan bishop or hierarchy attempts to "cover-up" allegations or to manipulate or limit investigations, as well as to endure that the diocesan bishop receives candid observations from a lay group to gain the benefit of their opinions. Two ex-officio observers, the Reverend Secretary and Vicar for Clergy and Religious and the Reverend Promoter of Justice can inform the diocesan bishop of the manner in which the Board operates.
2. The Board met personally with an alleged victim who responded very positively to his reception and appreciated, in a letter to Bishop Lennon, the opportunity to communicate his experiences and concerns in a constructive way. The alleged victim expressed "surprise" that his allegation was received seriously and thoroughly investigated – contrary to the predictions he had been given by a national organization of victims of clergy.
3. The board includes among its membership a survivor of childhood abuse, and requires that members be included from at least 9 different backgrounds or areas of expertise.
4. In addition to assessing allegations, the Board has provided advice at the request of Bishop Lennon, with respect to a prospective return of an accused priest to ministry.
5. The Cleveland Review Board engages in direct supervision of professional investigators who report directly to the investigations committee of the Board throughout an investigation. This gives the Board members the opportunity to receive information without a layer of intervention, and to give the investigator the benefit of the areas of expertise of Board members.
6. The Board conducted its own search for prospective members; received applications directly, interviewed applicants, and delivered recommendations to Bishop Lennon as to his appointments. This counters the accusation that a bishop will "stack" a Review Board with sympathetic members.

7. The chair met with heads of almost all secretariats to receive input on the practical aspects of implementing the diocesan sexual abuse policy, heard suggestions for changes in the language of the document, and drafted suggestions into a recommended revised policy.

8. In one-on-one meetings with the Board chair, new members were oriented to the procedures and work of the Review Board and were provided background material to help them understand the tasks demanded of them as members.

Over the past several years, those pastors who have replaced priests who had to be removed from a parish/office/agency because of an allegation of the sexual abuse of a minor have met regularly for support, the sharing of information, and to monitor the situation of the communities. The group, which is called the Afterpastors Group, has continued to meet during the past audit period.

Day of Reflection and Healing for victims of Sexual Abuse

On Sunday, October 15, 2006 we offered a day of prayer and reflection for those who are survivors of sexual abuse. The day, entitled Journey from Darkness Into Light, included an introductory prayerful reflection on the impact of abuse on a person using scriptural and personal reflection (The Embrace of the Cross); the reflection of a psychologist on the impact of abuse on the individual person, what it is to live with that reality through life (Waiting at the Tomb) the invitation and freedom that comes with embracing life and healing (Living the Promise). Program is enclosed in supplementary materials.

Diocese of Colorado Springs, CO

1. We do annual updates for employees and volunteers working with children and youth. The children also receive annual updates in their Catholic School and Parish Religious Education classrooms.
2. We arranged a training session for parents by the Colorado State Task Force on Internet Predators. (Some parishes hold annual training events and have speakers from law enforcement and mental health organizations do the presentations.)
3. We distribute the numbers to call to report child abuse and neglect for every county in our diocese when we are conducting Safe Environment training. We have sent these to every parish as well.
4. We send representatives to national training events in order to stay current with this topic. One example was the Child Pornography seminar in Washington, D.C. in September, 2007. Another example was a weeklong training in Las Vegas with nationally-known experts in this field.
5. We send out a prayer to every parish to use during April, which is Child Abuse Prevention month. On the back of this handout were Best Practices regarding Child Safety, as well as clearly outlined reported protocols for abuse occurring in the context of the Church, and an encouragement for parents to attend Safe Environment training.
6. We attend the national OCYP training event for all Safe Environment Coordinators each year.
7. We have prepared a chart for our parishes and schools that contains three columns that delineate:

- a. What the Charter mandates
 - b. Diocesan Guidelines
 - c. Best Practices for Parishes and Schools
8. We convene an annual meeting of all the parishes' Safe Environment Coordinators so that we can standardize our practices and troubleshoot together.
 9. We developed and distributed a "Parent-Child Agreement for Computer Use."
 10. We use a Volunteer Application folder to increase the stringency of our screening process for volunteers, and recommend that three reference calls be made on every volunteer applicant. For minors volunteering, because we cannot do a criminal background investigation on them, we encourage more than three reference calls.
 11. A diocesan guideline is that we should have two adults in every religious education classroom. We do not allow minors to count as adults in these situations; we also count a married couple as only one person in the classroom.
 12. We expanded the category for screening and training of employees and volunteers from "regular contact" in the words of the Charter to "high-risk" contact in our diocese.
 13. Parish program directors are encouraged to have the cell phone numbers of their catechists and encourage them to keep them turned on during class. The directors are encouraged to make unscheduled visits to the Religious Education classrooms to supervise the catechists.
 14. The Office of Pastoral Services maintains a contact with law enforcement in order to consult when situations arise.
 15. We encourage parents to take their children to the bathroom right before the Religious Education class begins, and to dress their children in clothing that the children can manipulate without needing anyone else's help.
 16. We provide Safe Environment training for volunteers and employees who cannot attend live training.

Diocese of Columbus, OH

1. This past year, the Diocese of Columbus instituted a system of self-audits and onsite audits for parishes and schools. This entailed having each parish and school complete a report to the Diocese of Columbus regarding their compliance with diocesan policy and the Charter and Norms. The Diocese then set up a 3-year cycle whereby diocesan staff members visit each parish and school to assess their compliance. This has proved to be most helpful and has enabled the Diocese of Columbus to better identify which parishes and schools are fully in compliance and which ones need additional assistance from the Diocese in order to be fully in compliance.
2. The Diocese of Columbus continues its policy of reporting any and all information it learns to the authorities, even in those instances where no reporting is required. This continues to foster a spirit of trust in the Diocese of Columbus on the part of the authorities and serves as a strong reassurance to the public of the Diocese's commitment to protecting children.
- 3.

Archdiocese of Denver, CO

On April 28, 2007 the office of Child and Youth Protection hosted a seminar in commemoration of Sexual Abuse Awareness Month entitled *Preventing Child Sexual Abuse – Building a better understanding and awareness of childhood sexual assault*. It was free and open to the general public and conducted by VIRTUS training facilitators, and the Director of Child and Youth Protection.

The first part of the program provided statistics of abuse, a clip from the Virtus training video, a discussion of profiles of children at risk and the problems of them reporting abuse. It also provided information on prevention through awareness and the philosophy of the Archdiocese of Denver that abuse can be prevented by involving the entire community. The second part of the program was a presentation on internet safety and addressed text messaging, social webpages, chatrooms and provided resources for parents to further understand the internet realm as it relates to minors. The internet safety presentation was also later given to parents of St. Louis Parish in Louisville, CO.

II. Articles on dealing with child abuse and its prevention have been mailed to all priests in the Archdiocese of Denver on a regular basis.

III. All teachers and principals in the Catholic Schools of the Archdiocese of Denver as well as directors of religious education located in parishes were required to participate in continuing training via the monthly reading of Safe Environment bulletins from *VirtusOnline™*

IV. Approximately 8,000 letters were sent to parents of 10,000 children regarding their preferences for training their children through the Touching Safety Program. There was minimal response from the parents.

Archdiocese of Detroit, MI

1. Monitoring Priests and Deacons Accused of Sexual Misconduct Involving Minors:

In July 2006, the Archdiocese of Detroit began developing and implementing a program to monitor priests and deacons of the Archdiocese who have been accused of sexual misconduct involving minors. The priests and deacons are expected to maintain regular written and personal contact with the Promoter of Ministerial Standards (POMS). This program is a means to observe and evaluate the behavior and attitudes of the priests and deacons. In addition, the program provides for accountability and responsibility.

The program is structured with complete and accurate records of all contacts with or about all of the priests and deacons in the program. All information is well documented and available to the Cardinal's Delegate as well as the Archdiocesan Review Board. Information about the priests' and deacons' activities and circumstances is forwarded to the Cardinal's Delegate on a monthly basis. Any information that reveals potentially inappropriate behavior is forwarded to the Cardinal's Delegate immediately after it is learned. As a result of the timely notifications, appropriate action can be taken by the Archdiocese of Detroit to ensure the protection of young people and the protection of the community. Since the inception of the program, at least three

situations involving potentially inappropriate behavior have been discovered and acted upon by the Archdiocese of Detroit.

This program has been instrumental in assisting the priests and deacons, as well. POMS has aided them in clarifying some of the problems and issues they are facing. Initially, they were resistant to the program. However, at this point, the majority of the priests and deacons in the program has embraced it, are providing input about how to improve the program and are very cooperative.

2. Policy for Funerals for Priests Removed from Ministry (but not laicized) according to the norms of the Dallas Charter:

This policy was developed at the request of the Archdiocese of Detroit in collaboration with the Presbyteral Council and the Archdiocesan Review Board. It was promulgated as particular law on August 28, 2007, but has not yet been implemented.

3. CALLED TO SERVE©:

A workshop for youth was written and developed in the Archdiocese of Detroit. This workshop is not a modified version of *Protecting God's Children for Adults*TM. This is an exciting interactive, skill-building workshop for teens, grades 9-12. The workshop is designed to enhance their skills for church employment and/or volunteer ministry. The program has been developed and evaluated by youth ministers and DREs and piloted with teens representing multiple parishes. Vicariate facilitators were certified in August 2007. Attendance at **CALLED TO SERVE©** is required for all grade 9-12 employees and volunteers whose service involves children.

The three-hour workshop begins with prayer and includes a DVD segment that illustrates the nature and necessity for safe and healthy “boundaries” as well as discussion of those boundaries in relation to the teens’ service roles. A prayerful commissioning ceremony concludes the workshop. Participants go forth empowered, more competent and Christ-like in their individual roles.

Eparchy Our Lady of Lebanon, LA (St. Louis Maronites)

Bishop Robert J. Shaheen’s address to the clergy of the Eparchy about “Safe Environment Programs” at the National Clergy Conference in July 2007.

Bishop Robert J. Shaheen’s speech to the faithful of the Eparchy gathered at the National Convention of the National Apostolate of Maronites in July 2007.

Bishop Robert J. Shaheen’s talk on “Safe Environment Programs” with the youths of the Eparchy at the Maronite Youth Organization retreat in Saint Louis, MO, June 2007.

Eparchy St. Thomas Apostle

Our diocese did not provide any extra ordinary measures during the past year. We have continued to do what was done in previous years such as criminal background checks, trainings, and providing code of conduct to all new staff and new volunteers who come in contact with children or elderly. We have however attempted to do trainings for all the children that were enrolled in the first communion and catechism programs through out all of our parishes. Trainings were also provided to some of the parents in our larger parishes. We also made available educational brochures in both Arabic and English languages which were given to the parents and disseminated to parishioners of the parishes. Additionally, the information on the brochures were put in the monthly news bulletins for all to read in the majority of the parishes. Our diocese has not previously nor currently received any allegations.

Diocese of Evansville, IN

1. The Diocese of Evansville, St. John the Baptist Catholic Parish in Newburgh, and Albion Fellows Bacon Center worked together to bring a child sexual abuse awareness project called "Illuminations, A Source of Light, Hope, and Healing" to our area. Our purpose was to deepen the community's commitment to providing a safe environment for our children and to learn how best to bring healing to those who have been abused. The audience was priests, employees, parents, volunteers, professionals from the entire community, not just Catholics. Approximately 400 attended.

2. Bishop Gettelfinger wrote a series of three articles which were published in issues of THE MESSAGE that went to all Catholic households in our diocese. Recognizing that parents are the primary teachers and protectors of their children, he addressed the articles to them. He provided some tools to assist them in this responsibility and encouraged them to work with him to protect our children.

Diocese of Fairbanks, AK

(1) Training tapes on sexual abuse prevention for teens and adults are signed for the deaf.

(2) Weekly review of State of Alaska Department of Public Safety online dispatch is done to check on any arrests of personnel or volunteers.

Diocese of Fall River, MA

During the summer of 2005, many safe environment coordinators were struggling with curricula issues and the need for peer support. At that time there was no venue in place to help coordinators sort through best practices while sharing resources together. In response to this assessment the coordinator for the Office for Child Protection, Denise Porche, designed and implemented the first annual Safe Environment Conference in April 2006. This national conference had over 70 participants from dioceses around the country. The coordinator worked on the second annual SEC Conference in 2007, and she continues to provide leadership for the coordination of the third SEC conference in 2008.

Diocese of Forth-Wayne South Bend, IN

(NOTE: This material was submitted with the 2005 audit, but it has been updated to reflect events of the past year and a half.)

SEMINARY SCREENING. I have been active in advocating and pressing improved seminary screening since the early 1970's. Supporting material was sent with the previous audit.

Within the last year, I have met individually during the summertime with each seminary candidate. At Christmastime, I met them in a group. I make sure they are living chaste lives, and that there are no habits which would imply or manifest sexual permissiveness.

I have followed my strict practice of not accepting for the seminary those with a homosexual orientation. It must be remembered that the study commissioned by the bishops and carried out by the National Lay Review Board concerning "The Nature and Scope of the Recent Crisis," determined that 81% of this was homosexuality; that it, abuse of teenage boys.

PROGRAM OF PRIESTLY FORMATION. Every five years (in this case partly due to the crisis it will be six years), the United States Conference of Catholic Bishops reviews a program for priestly formation. In 2004, on two occasions; I forwarded extensive amendments and insertions and changes to this document, all of which were related to improved screening of candidates before admission to the seminary, as well as vocational discernment during the course of seminary formation and improvements in spiritual direction and other efforts all focused on determining whether or not a man has the capacity to live a life that is fully celibate, totally chaste and at the same time open to serving and loving God's people. This material which I sent to the appropriate USCCB committee was sent with the 2004 audit.

CHANGE OF SEMINARIES. For the last 19 years, all of our seminarians have studied at St. John's Seminary, Brighton, Massachusetts. In the summer of 2004, I directed our Vocation Office to evaluate four seminaries in the Midwest. After receiving this evaluation, in which a total of seven of our senior and most mature priests took part, I directed that all our seminarians be removed from St. John's in Brighton (Boston), and be transferred to The Pontifical College Josephinum Seminary, Columbus, Ohio. There were a number of reasons for this. One was because of homosexual advances made against three of our young seminarians for three successive years. I also met, at my home, with the Rector and Vice-rector of The Josephinum and received their assurance that they were in agreement with this position. They assured me, and believed only one should become a priest who also had the capacity of being a good father and a good husband.

I have visited the Josephinum to meet with the rector and key staff on several occasions in the past year and a half. I have also visited our seminarians in college at St. Mary's, Minnesota this past spring, and met with their rector.

AD LIMINA VISIT. During my 2004 ad limina visit and at the general meeting of the Congregation of Catholic Education, as well as the Congregation for Bishops I spoke of a letter long considered at the Holy See on determining that homosexuals should not be admitted to the seminary and should not be ordained to the priesthood. Cardinal George of Chicago disagreed

with this. In a meeting with Cardinal Ratzinger of the Congregation for the Doctrine of Faith, I told him about the importance of screening, especially in the homosexual area. He fully understood and was supportive of my decision. This was a personal meeting with only two items on the agenda, and that was one of them.

In addition to the general meeting for the Congregation of the Doctrine of Faith, I also requested an individual meeting with Archbishop Miller, who is the second in command of the Congregation for Education. I presented him with the two booklets, which I have been giving out this past year; namely, one on priestly formation and the other containing the seven op-ed pieces, which I wrote. I have continued to distribute through personal letters and personal presentations these two documents on a regular basis within the last year. I have sent out dozens of these booklets to interested parties.

BACKGROUND SCREENING. In accordance with our diocesan policy, we perform background screens and provide Safe Environment Training for all diocesan employees, regardless of the amount of their contact with children and young people.

REVIEW BOARD. I attend all Diocesan Review Board meetings. Recently one of our Review Board Members, Dr. Susan Steibe-Pasalich, was appointed to the National Review Board upon my recommendation. I also recommended Ann Firth to the National Board. Dr. Susan Steibe Pasalich tells me that there were only 8 – 10 recommendations and two came from me.

CONFERENCE OF BISHOPS. At our meeting in Chicago in June, 2005, I rose at the general meeting to speak in support of the request for \$1 million to support the epidemiological study which had been promised in Dallas. I also asked if we were going to be able to submit questions to this study and if we were intending to look at the finding in our previous study on Context and Causes carried out by our National Lay Review Board, which found that 81% of cases of sexual abuse were homosexual acts against teenage boys.

COOPERATION WITH THE MEDIA. I have been consistently cooperative with the media in disclosure of information and discussion of public issues. This has been done through our diocesan newspaper, *Today's Catholic*, and also through the secular newspapers' articles, the news conferences which I called in our two major cities, both Fort Wayne and South Bend in December 2003. Also, in January 2004, I responded positively to the invitation from EWTN at the time of the release of the John Jay Report. I spoke at the nationally televised townhall meeting with Archbishop Dolan, Archbishop Burke, three members of the National Lay Review Board, Chairman Anne Burke, members William Burleigh, Dr. McCue, Attorney Robert Bennett and others. This townhall meeting was on the substance of the John Jay Report by the Lay Review Board, Nature and Scope, "Context and Causes."

On November 29, 2005, I held two press conferences one in each of our major cities in support of the document from the Holy See opposing the acceptance of candidates for the priesthood with a homosexual orientation. I also respectfully approached our U.S. Conference president, Bishop Skylstad on this issue. (Remember, our study indicated that 81% of the abuse was homosexual in nature – against adolescent boys.) These conferences on the released material were preventative – keeping certain troubled people from applying.

In December, 2005, I published a statement in Today's Catholic concerning an update on the abuse crisis in our diocese. This was also sent to the secular press. A copy is available for the on-site auditor.

In July 2004, I celebrated Mass at my home parish in Boston, in response to the pastor, who had graciously invited me. At the end of Mass, I spoke concerning the letter I wrote concerning John Geoghan during the crisis. After Mass I was approached by a reporter from the Boston Globe, who asked me to say more about the question of screening. I once again spoke about the need and importance of strengthening screening.

Also, in furthering the work of the *Charter*, I personally invited Justice Anne Burke, Chair of the National Lay Review Board, to address the legal community and elected officials in the city of Fort Wayne after the Red Mass in October 2004. The title of her talk, chosen by her was, "Lay Advocacy – The Case for Transparency and Good Governance in the Church."

COOPERATIVE PLANNING WITH THE UNIVERSITY OF NOTRE DAME. The University of Notre Dame, with a grant from Lilly Foundation, is sponsoring a series of events entitled, "Sustaining Pastoral Excellence among Bishops." I chair a committee of theologians and bishops, which will sponsor these events. One will be on the bishop's responsibility for the formation of candidates for the priesthood. I spoke at this event, and assisted my brother bishops in raising the bar and improving screening for priestly candidates.

Another event in this "Pastoral Excellence" series will be held February, 2008, and I will be attending.

APOSTOLIC VISITATION. In 2005 I accepted the appointment from the Holy See to be part of the Apostolic Visitation of seminaries in the United States. I supervised a team and we visited and conducted an in-depth evaluation of a seminary October 17 – 21, 2005.

Diocese of Fort Worth, TX

The Diocese of Fort Worth distributed for the first time a pamphlet entitled, "Promoting a Culture of Safety." The document was mailed to every registered parishioner on the diocesan database, and additional copies were provided to each pastor to make available at all parishes and parochial schools. In addition, this resource was provided to those parents of children in religious education classes and youth ministry programs who declined their children's participation in the child self-protection classes.

Individuals with offenses which may cause concern for the safety of children, youth, and vulnerable adults are reviewed by the Chancellor and Moderator of the Curia, Director of Human Resources and Director of Child and Youth Protection for final authorization of employment/volunteer of ministry service.

The Very Reverend Michael Olson, Vicar General, has authorized the organization and service of an Advisory Council. The purpose of the Advisory Council is to assist the Bishop and Office of Child and Youth Protection in the review of current policies and

programs, and to make recommendations for changes to improve the diocese commitment to promote a culture of safety.

The diocese has published a new Victim Outreach and Safe Environment brochure in English, Spanish, and Vietnamese. These have been distributed throughout the parish communities. The brochure outlines assistance available to those who have been directly or indirectly affected by abuse from clergy or any minister of the diocese, and summarizes the program and structure for the *Called to Protect* curriculum used in the Safe Environment training sessions.

The Director for the Office of Child and Youth Protection visited a sample of parishes to review compliance with documentation requirements. Individual parishes were provided with a summary report of the findings of the visit, including recommendations and commendations. Based on the findings of these visits, pastors received a memo outlining record-keeping recommendations for compliance with the *Charter for the Protection of Children and Young People*.

Diocese of Fresno, CA

ACTION #1: Diocesan Safe Environment Curriculum

Article 12 requires diocese 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.”

Recognizing that one program will not serve the unique needs of each of these specific groups, the Diocese of Fresno has developed two training programs. One program is for all employees and volunteers who serve where minors are present. The second is for parents, children and youth. The latter was developed within this audit period.

Background

Previously, the Diocese utilized various child abuse prevention agencies to provide presentation to parents, children and youth. Although this means of safe environment training satisfied the mandates of the Charter, evaluation through observation and parental feedback formed a vision of Safe Environment as a genuine faith-based ministry with a clear connection and response to elements of the social justice teachings of the Church.

Two Stages of Development

Stage One:

After receiving feedback from local parents, catechists, pastors, and reviewing a document from the Coalition of Concerned Catholic Families entitled: “The USCCB ‘Safe Environment’ Mandate: A Tragedy of Errors” the following criteria was identified for the creation of a Diocesan Safe Environment Curriculum for parents, children and youth.

- The program must respect the primary role of the parent in their child's education.
- The program must reflect an understanding of parental concerns regarding sexually explicit curricula, eliminating cause for "Opt Outs."
- The program must address all areas of child abuse, not just sexual abuse.
- The program must include material for adult education.
- The program must provide supplemental resources to parents due to the limited amount of contact the parish has with the children and young people.
- The program must provide material that allows parents and caregivers an opportunity to partner with the parish in safe environment training.
- The program must be faith-based.
- The program must follow good catechetical methods.
- The program must be adaptable to various program structures.
- The program must be a practical resource for home school families.

The "Keeping the Promise" Safe Environment Program was written in the Spring of 2006. It has three main components.

1. A Catechist and Parent Resource Section

This provides the parents with a variety of topical information, flash cards to use with their children, practical tips and activities related to positive discipline, developing good communication skills, developing and maintaining healthy boundaries, internet safety, risk factors, and more. It also provides the parish with resources to offer topical presentations to parents on an annual basis. The Safe Environment Office provides new sample outlines for parent presentations on an annual basis.

2. K- 12 Lesson Plans

This section follows a Scope and Sequence of Safety Skill Development that includes developing and maintaining personal boundaries, respecting personal and social boundaries, recognizing safety traps and unsafe behaviors, understanding the importance of feelings and trusting instincts, assertiveness, and much more.

3. Parent-Child/Youth Dialogue Activity Guides

This section provides activity sheets to be sent home following the classroom/youth group presentation. In the event a child/youth is absent the day of the presentation, it ensures that 100% of all households will receive a Safe Environment resource on an annual basis. The guides can also be used in family programs or with Confirmandi and their sponsors, etc., as well.

Members of the Safe Environment Review Board including psychologists, master catechists, and professional educators reviewed the program. It is available in English and Spanish.

Stage Two:

“Train the Trainer” Seminars were provided throughout the Diocese from August 2006 through May 2007. Participants were prepared to return to their home parish to train their catechists to implement the “Keeping the Promise” Safe Environment Program. Most of the parishes were able to implement the program before the end of the 2006-2007 catechetical year. Those who received the training late Spring 2007 were provided promotional material for their families. They are implementing the program during the current audit period.

Initial Feedback:

Integrating a faith-based safe environment curriculum has been well received. Parent attendance is growing. Catechists report that the lesson plans are easy and effective. Children are responsive to the topical matter. Several parishes are demonstrating a sense of ownership in the program, and are contributing to long-range development.

Goal Achievement:

It is too early to evaluate our new program. However, it seems to be cultivating a deeper appreciation of Safe Environment Ministry as a valid, and necessary part of the mission of the Church.

ACTION # 2: Public Service Announcements on KNXT Channel 49

The following PSAs were aired on our Catholic T.V. Station during this audit period:

Air Time	Source
Periodically	Bishop’s Editorials regarding Charter related issues
3 – 4 Times per Month	Boys Town – Message for Adults from Mike Missina
3 – 4 Times per Month	Boys Town – Message for Teens entitled “Ruby Ties”
3 – 4 Times per Month	Center for Missing and Exploited Children by Khaliah Ali
1 Time Every 2 – 3 Months	“Street Smart”
1 Time per Month by Collin Raye	“The Eleventh Commandment” Music Video

Diocese of Gallup, NM

The Diocese of Gallup has sent the following postcard to all registered Catholics in the Cuba, New Mexico area in the Spring of 2007:

Alert!!

Francis (Frank)Murphy is a former priest of the Archdiocese of Anchorage. He was removed from ministry due to credible allegations of juvenile sexual abuse. Frank Murphy is prohibited from functioning or identifying himself as a Catholic Priest. He is prohibited from engaging in any activity associated with any Catholic Church, mission, school, or any Catholic institution in any way. Frank Murphy makes his home in the Cuba, New Mexico area of the Diocese of Gallup.

Please direct questions & concerns to:
Chancellor & Administrative Assistant to the Bishop
(Deacon)Timoteo Luján
505-863-4406 #24
officeofbishop@cnetco.com

Diocese of Grand Island, NE

- **Child Abuse Prevention Month**

The Diocese of Grand Island participated in community outreach activities during Child Abuse Prevention Month (April 2006, April 2007).

- April 2006 – Parent education posters were displayed in public libraries in St. Paul, Nebraska and Grand Island, Nebraska. The posters were framed and remain on display in the St. Paul, Nebraska public library.
- April 2007 – The director of the Child Protection Office was a speaker at “Celebrate Parents” an educational event for parents sponsored by the Grand Island Association for Child Abuse Prevention. The title of the presentation was “Helping your Teen Set Boundaries.”

- **Take 25 Safety Fair**

The Diocese of Grand Island Child Protection Office sponsored a Safety Fair for “Take 25.” Take 25 is a nationwide initiative of the National Center for Missing and Exploited Children, encouraging parents, guardians and educators to take 25 minutes to talk to kids about ways to be safer. The event was held Friday, May 25, 2007, at the St. Libory Parish Center. Over 20 child safety organizations were present, providing demonstrations, discussion, and information to parents and children. Children in area schools were invited to participate in a safety poster contest.

- **Voices for Children “Kids Count in Nebraska Report Release”-** Diocesan representatives attended the annual release of “the Kids Count in Nebraska Report.” Attendance at the event provided the office with valuable information regarding incidence of abuse and other risk factors in the state, as well as

opportunity for networking with other child safety organizations and promoting awareness of Diocesan Child Protection efforts.

- **“Festival of Faith”** – Diocesan Conference of Catechists. The Child Protection Office sponsored an information booth and facilitated a pre-conference seminar describing Safe Environment resources within the Diocese.
- **“Going Bananas”** – Diocesan Youth Conference. The Child Protection Office sponsored an information booth.
- **West Nebraska Register** – The Child Protection Office contributes a column to the Diocesan newspaper on a rotating basis with other Diocesan Offices (approximately 3 times per year) and runs ads including Victim Assistance Information and / or Parent education posters monthly. The West Nebraska Register has run feature articles on Safe Environment topics and parish programs related to healthy relationships.
- **Child Protection Office Position: Outreach Coordinator** (contracted April 2007 / position June 2007). A part time employee was added to the Child Protection Office to provide outreach to parishes and programs regarding implementation of Safe Environment programming.
- **Risk Matrix** – The Child Protection Office began using the National Collaboration for Youth Child Sexual Abuse Risk Exposure Matrix in outreach visits and planning committees for Diocesan youth events. The matrix has helped identify the risk factors specific to individual events / activities and has allowed for problem solving regarding the development of strategies to mitigate risk. It has also been valuable in providing a visual / concrete method of explaining risk to those volunteering / planning events for children and youth.
- **“The Healthy Relationships Project”**
The Child Protection office was awarded a mini-grant from Interchurch Ministries and Lincoln / Lancaster County Family Violence Council to educate clergy in responding to domestic violence issues and purchase program materials for the Diocesan media library and Catholic Schools. The programs were age-specific, with a universal focus on healthy relationships.
 - “Quit It” – Grades K-3
Goals / Objectives
 - Discusses reasons behind the rules of social behavior
 - Enlists students in making classroom rules
 - Helps create a safe climate in classroom
 - “Bully Proof” – Grades 3, 4, 5
Goals / Objectives
 - Explore and determine the fine distinctions between teasing and bullying

- Provides a conceptual framework and vocabulary for teasing, bullying, and sexual harassment
 -
 - “Reaching and Teaching Teens to Stop Violence” – Middle School / High School
Goals / Objectives
Introducing teens to the concepts of:
 - Sexual Harassment
 - Sexual Assault
 - Dating Violence
 - Healthy Relationships
 - Gender and Violence
 - “Love All That and More” – High School / College
Goals / Objectives
 - Inform youth about what makes healthy relationships
 - Increase awareness and understanding about abuse
 - Motivate viewers to seek relationships based on equality and mutual respect
- **“Hands for Growing”**
St. Patrick’s parish in Sidney, Nebraska initiated a collaborative project with the DOVES program (the local domestic violence / sexual assault program). Middle school girls participated in a community service project, refurbishing the garden at the DOVES program shelter in Sidney. As they worked together in this cooperative project, the girls and their mentors discussed qualities of right relationships and signs of abuse.
- **Presentations by area professionals.**
St. Luke’s Parish and school in Ogallala, Nebraska utilized the services of local mental health / social services professionals to provide additional educational opportunities for children and parents in their parish. Programs presented throughout the 2006-2007 religious education / school year included:
 - “Good Touch / Bad Touch”
 - “7 Steps to Protecting our Children”
 - “Child Emotional Abuse, Child Physical Abuse, and Child Neglect”
 - “Internet Safety” – ESU 16
- **Curriculum Component Resources** – In 2006 / 2007, the Office of Child Protection began developing curriculum components to be integrated within existing religious education curriculum. The components include discussion points, written or physical activities, songs, etc. designed to reinforce personal safety, healthy relationship, and abuse prevention concepts. Components are age / grade specific and linked to specific religious education session topics. The components were distributed to parishes and schools in the form of a monthly newsletter from January to May 2007. Additional components are continually under development and will be distributed as they are completed. Eventually,

materials will be bound and will include a cross-reference to the main curriculum publishers / series utilized throughout the diocese.

Diocese of Greensburg, PA

In May, 2007, the Diocese conducted a mandates workshop in conjunction with the “Pennsylvania Family Support Alliance” for all clergy and lay leaders on mandated reporting.

The Alliance is a statewide leader in child abuse prevention and treatment services. It provides religious institutions, social services organizations and school personnel throughout the state with essential training on recognizing and reporting child abuse and neglect.

Archdiocese of Hartford, CT

The Archdiocese of Hartford has expanded the policy for those adults who have regular contact with children to include ALL parish employees to have background checks and Safe Environment training. Also included are Eucharistic Ministers and other volunteers who visit shut-ins, nursing homes, and hospitals. The Safe Environment Coordinator has developed a separate training for those volunteers who have contact with vulnerable adults which differ from the training for those who have regular contact with children.

Diocese of Honolulu, HI

Bishop Larry Silva

Bishop Larry Silva’s leadership for certification and recertification of clergy and religious has been exemplary. The participant’s positive responses and genuine questions during training sessions are reflective of an environment of trust and collaboration among all parties.

Bishop’s approval of a Safe Environment Coordinator position, along with an adequate budget, speaks of his commitment to uphold the articles of the *Charter*.

Shield the Vulnerable training program

Effective October 1, 2007, the Diocese implemented a new Safe Environment training program through *Shield the Vulnerable*, a nationally recognized leader in employment-related web-enabled training. It is available 24 hours a day, 7 days a week and, due to the web-enabled format, is more readily accessible to the remote parishes and missions. The new program ensures consistent high quality delivery of content that actively engages participants. To date, participant evaluations have been overwhelmingly positive.

Technical Support

At the time of the last audit, the Safe Environment office had a paper-based system of record keeping which made it labor intensive to update and retrieve information. The Safe Environment office created an electronic database on Microsoft Access to track volunteers and employees who attended training. The new *Shield the Vulnerable* administrative support module provides accurate and easily accessible training and background screening information which is appreciated by Pastors and Principals.

Collaborative Community Efforts

During the audit period, there have been an increased number of facilitators who view the articles of the *Charter* as foundation for child advocacy and are, therefore, willing to volunteer their skills and time to facilitate training sessions. The Diocese has approximately 51 trained facilitators including individuals who interpret classes for the Korean, Vietnamese, and Spanish speaking communities.

The Diocese has established relationships with community resources including:

Catholic Charities Hawaii,
the Hawaii Department of Education,
the Hawaii Department of Public Safety ,
the Hawaii Department of the Attorney General,
the Sex Abuse Treatment Center,
Prevent Child Abuse Hawaii.

Special Olympics Hawaii played a pivotal advisory role in shaping the drafts for the background screening policy.

The Diocese has extended an open invitation to the Archdiocese for Military Services for their catechists to receive training.

Diocese of Joliet, IL

The Diocese of Joliet has prepared two educational flyers. Both flyers have been intended not only to help educate parents on keeping their children safe, but as a resource for them to use in speaking with their children. No negative feedback reported.

Since the Diocese of Joliet provides a menu of educational resources available for use in schools and religious education programs, it has prepared a scope & sequence chart to ensure that, no matter the program, certain concepts are taught at each grade level. No negative feedback reported.

Archdiocese of Kansas City, KS

) The Archdiocese of Kansas City in Kansas implemented an **Anti-Pornography Initiative** called "*As for me and My House*" *We will serve the Lord. (Joshua 24:15)*

This Program is parish based and begins with a video being presented at all masses on a designated Awareness Sunday. The follow up is specific to all the ministry and leadership groups in the parish and is ongoing and all resources are provided by the Archdiocese.

The purpose is to raise awareness of dangers of pornography to marriages and families and the progressive, moral deterioration of individuals who have the addiction to it. The final stage of this addiction is the acting out of the immoral behavior and we consider this a proactive instrument of combating immoral sexual behavior. The program also has a component of offering healing and support to those addicted and we currently have 4 Catholic Men's Accountability Groups and are forming women's groups. The program is in all of our parishes, and a copy of the video and manual was sent to every diocese in the country.

2) **Three newly developed brochures distributed to all locations and at meetings of principals, teachers and parish administrators.**

- Brochure defining who is required to have safe environment training (Adults and children) and who is required to have a background check.
- Brochure describing how to do a background check
- KBI brochure on Child Abuse and mandated reporting

Diocese of Kansas-St. Joseph, MO

A number of safe environment articles are published in the *Catholic Key* (Diocesan newspaper) annually.

Catholic private high schools have been included in the training of safe environment programs even though they are not under the jurisdiction of the Diocese.

Diocese of Knoxville, TN

- 1) The Diocese of Knoxville distributed a FAQs sheet with the procedural instructions on conducting a safe environment program (also available on-line at our diocesan website.) See attachment.
- 2) Retro fit doors with windows in some of our parishes and schools as well as our expansion to the Chancery office.
- 3) We host members of other denominational churches and business civic organizations within our VIRTUS training sessions.

Diocese of Lafayette, LA

- The Diocese of Lafayette has formed very good relationships with the State Attorney General's office as well as the Federal District Attorney's office (Lafayette). Both of these agencies have provided Internet Safety/Predator training to our clergy, lay employees, and volunteers. The Attorney General's office also provides education sessions for parents and youth (at age appropriate levels.)
- We also have a good working relationship with Stuller Place (a local non-profit Children's Advocacy Center and Sexual Abuse Response Center), Prevent Child Abuse Louisiana (Lafayette), the Lafayette Parish Office of Community Services, and local law enforcement agencies who provide local programs to our schools and parishes. Stuller Place also conducts prevention and education programs in the Region IV school systems (which constitutes 5 of the 8 civil parishes within in the Diocese of Lafayette.)
- Bishop Jarrell has mandated that a Safe Environment Coordinator be appointed at each location. This person is responsible for dissemination of the information, scheduling sessions, and handling the recordkeeping for each location.
- Maureen Fontenot, diocesan Safe Environment Coordinator, has attended the two National Safe Environment Leadership Conference and is on the planning committee for the 2008 conference (Seattle).
- Our Victims Assistance Coordinator has participated in regional clergy meetings as well as regional catechetical conferences.

- We have assisted other community organizations such as 4-H, Knights/Ladies of Peter Claver, and the Junior League, in forming Safe Environment programs for their own employees and/or volunteers.
- During this audit period, 14 articles have run in the diocesan paper, *Acadiana Catholic*. Maureen Fontenot was also interviewed on “Tell the People” which is a diocesan-produced television show which airs on Sunday mornings.

Diocese of Lansing, MI

The Diocese of Lansing provides a number of opportunities for people to heal spiritually when they have been the victims of sexual abuse by a priest or someone representing the church. The purpose of the healing retreat program is to present a safe environment where persons who have been abused by priests or others representing the church may present their woundedness and begin the process of healing.

The weekend format provides an opportunity to acknowledge the resulting pain, anger and other destructive emotions that have been a source of stress over many years. It provides the expertise of facilitators experienced in psychotherapy and spiritual direction. Through the bi-annual days of reflection, the participants become part of a community that is supportive of each’s person’s progress toward healing. Many have found great comfort and relief in reaffirming their Catholic faith and returning to the Sacraments. The facilitators are convinced that this ministry is consistent with Jesus’ example of healing the wounded.

The diocese has sponsored five healing retreats since June of 2003. There have been twenty five participants. Small groups are the most effective format for this type of retreat. Only one of the participants did not have a good experience. It was the opinion of the retreat leaders that this individual was a “plant” from some group critical of the Catholic Church.

Besides the *Time to Heal* retreats, the diocese now provides “follow-up”. Again, these follow-up days of reflection are very helpful for people striving to put their lives back together as a result of sexual abuse.

In these healing retreats Bishop Mengeling has been a very prominent and effective participant. The people who have made the retreats have found his presence to be very important and helpful.

The diocese hosted two state-wide safe environment coordinators meetings during this audit period:

1) November 1, 2005. Pat Neal, Director of the Virtus Programs and Matt Graham, Technology Supervisor at Virtus were present to discuss recent technology updates and the Virtus curriculum-based program.

2) May 4, 2006. Teresa Kettelkamp, Executive Director of the USCCB Office of Child and Youth Protection was present to discuss the 2005-06 compliance audit and the

response to Coalition of Concerned Catholic families regarding safe environment programs for children and youth. Also present were Barbara Stork, Director of the Michigan Association of Non Public Schools (MANS) and Paul Stankewitz of the Michigan Catholic Conference to discuss the revised Michigan School Code law (MCL 380.1230, et seq.) in reference to criminal background check/live scan fingerprinting for all school employees.

The Diocese of Lansing hosted VIRTUS Facilitator training August 14-16, 2006, at Bethany House in DeWitt, MI. Sharon Doty, chief consultant to the VIRTUS programs was the facilitator for this training session. Participants were from the Lansing, Kalamazoo, Grand Rapids and Saginaw Dioceses.

In the spring of 2007, the Safe Environment Coordinator notified pastors, pastoral coordinators, principals, youth ministers, directors of religious education, directors of Catholic Social Service agencies within the Diocese of Lansing, and safe environment coordinators of the Arch/dioceses of Detroit, Grand Rapids, Kalamazoo and Saginaw that the Diocese of Lansing would host a VIRTUS Facilitator training August 28-29, 2007. Participants of this training session were from the Dioceses of Lansing, Grand Rapids, Kalamazoo and Saginaw.

Diocese of Laredo, TX

We continue to bring the sincerity of the Church before the people of the diocese in demonstrating our genuine conviction that our Church environment and personnel are environments of respect and safety for children and young people. This is being done with regular announcements over our Catholic radio station KHOY 88.1 FM. Since KHOY has its own website (www.khoy@khoy.org) with “streaming audio”, these announcements are accessible worldwide. These regular announcements clearly state the Church’s stand against child abuse; provide information on how to contact the Victims’ Assistance Coordinator and the Safe Environment Coordinator; promotes and encourages anyone to call the victims advocate if they are aware of abuse of children by clergy or church personnel; and clearly states the contact information such as telephone number and address.

The airing of conciliatory prayers offered by Bishop Tamayo also sends a strong message of commitment. All messages are provided in a bilingual format. Comments made by listeners indicate that these announcements have renewed their trust in the Church. They feel this public stand on the part of the Bishop demonstrates that the Church is truly working to prevent sexual child abuse.

Written information is amply and regularly provided at all Diocesan functions such as the annual Ministries Day Conference, the Annual Encuentro, the Bio-Ethics Conference, Pre-Cana Conferences, and the Family Life Skills Course.

Safe Environment and Victims’ Assistance information is also found through a link on the diocesan website.

Written material such as flyers, posters, and booklets are also visibly available at Diocesan buildings in areas easily accessible to the public.

The Diocesan Review Board for the Protection of Children and Young People meets regularly, a minimum of three times a year. It reviews current policy on safe environment and best practices. Diocesan staff presentations on implementation procedures and activities are included in the meetings. In addition, community agencies

addressing safe environment issues are regularly invited for purposes of information regarding services provided and to establish collaborative efforts. As a result, community leaders and social work agencies remain very impressed with the efforts at collaboration taken by the local Church. This activity witnesses to the community, that the Church is serious about the protection of children and the youth, and that it is ready to learn from local, state and national agencies.

Catholic Schools and the Religious Education Program have incorporated information and current material from Federal governmental agencies. Some of these include the Office of Justice Programs from the United States Department of Justice, and the National Center for Missing and Exploited Children. These agencies supply both of these diocesan departments with bilingual videos, Compact Discs, Digital Video Discs, posters, and flyers. Clearly, the public has voiced a positive response to these materials addressed for the general public, educators, parents and children.

Diocese of Las Vegas, NV

Publication and presentation of a policy and procedural manual for the Diocese of Las Vegas Safe Environment Program. The manual was provided to all churches and parishes in the Diocese and was presented during a 3-hour workshop for all SEC employees and volunteers. The manual outlines all procedures and policies of the Diocese, state mandates, provides all necessary forms, samples of letters, deadlines for specific activities, Protecting God's Children workshop script, and telephone numbers for resource and support. The manual has been well received and serves as a valuable resource for SEC staff. The Diocese anticipates some minor need for revision (wording of sample letters, etc but no significant change to policies and/or procedures)

Implementation of the Quarterly Review process. To assist parish/schools in comprehending the full nature of Protecting God's Children and data tracking, a quarterly review process was established. The procedure includes each parish/school submitting a quarterly report identifying all staff and volunteers, their training and background check status, and any needs/concerns/changes to be made. Following submission of the first FY report to the Diocesan SE Coordinator, an on-site visit is scheduled. The on-site visit includes a spot check review of files, procedures, posting of advocacy information, etc. (the assessment instrument used is based on the standards established by the US Conference of Catholic Bishops for Protecting God's Children program). The instrument also includes a Quality Improvement component that identifies and requires follow up improvement by the parish/school, while also identifying outstanding activities already in place by the parish/school. Following submission of materials indicating implemented improvements, the Diocesan SE Coordinator meets with the Chancellor of the Diocese to review the assessment form and issue a signed Certificate of Compliance to the parish/school. The procedure requires involvement and yearly recertification. Parishes/schools have expressed appreciation for accountability practices and the opportunity for discussion.

Touching Safety curriculum: The Diocese of Las Vegas purchased Year 1 Touching Safety from Virtus. Virtus provided 2 lessons per grade level. Following discussion of the available curricula, the Diocese felt that given the cultural identity of the community,

greater effort needed to be made in the empowerment of the Diocesan children. A committee of educators and advisors was convened by the Diocesan SE Coordinator - with consistent oversight and final approval by the Chancellor of the Diocese -to extend the Touching Safety curriculum to 5 age appropriate lessons with supporting activities for grades K – 12. Because of the Best Practices work of the committee, the final curriculum was not completed until January 2007. While implementation proved successful in most parishes/schools, some experienced high absentee rates and two parishes were already facing time constraints with sacramental preparation. Greater response is anticipated with the coming school year given the opportunity to begin the program in August/September. Due to the exceptional promotion by the parish/school SEC coordinators, very few parents chose to Opt Out.

Website Publication in 2 languages: Currently, the Ministerial Code, Safe Environment program manual and Harassment policy handbook are posted on the Diocese of Las Vegas website. The Harassment policy is offered in English and Spanish. The Ministerial Code is being translated in to Spanish and will also be posted on the web site by September 2007.

Diocese of Little Rock, AR

1. Conducted a series of four (4) workshops on the dangers of the internet on March 2 and 3, 2006. These workshops were offered for the priests, deacons, teachers, catechists, principals and parents within the Diocese of Little Rock. Mr. Robert Hugh Farley, M.S., a retired Cook County Sheriff, Chicago, IL, addressed the following topics in his presentations:
 - a. Historical background of child exploitation.
 - b. The evolution of the problem with online sexual predators.
 - c. The use of computer, cell phone text messaging and the Internet in child sexual exploitation.
 - d. Web-cams, chat rooms, file servers and the Internet Relay Chat (IRC).
 - e. Web page dangers for children involving MySpace, FaceBook, LiveJournal, Xanga, etc.
 - f. Strategies for developing an online child friendly/child safe environment in a religious and/or school environment.
 - g. Awareness of the fundamental computer hardware, technology and terminology.
 - h. Law enforcement's reactive and proactive response to the online problem.

2. Deputy Sheriff Woody, the father of Casey Woody, a young teenage girl who was abducted, raped and murdered by an online predator, talked with the students at two of our Catholic schools regarding the dangers of the internet, especially on-line chat rooms. He talked with the students at St. Vincent de Paul Catholic School, Rogers, AR in February, 2006 and at St. Joseph Catholic School, Conway, AR, in the Fall of 2006.

Archdiocese of Los Angeles, CA
Audit Workshops and Pre-Audit Parish Visits

In anticipation of the 2007 USCCB Audit and to share the vision of the Charter with the Safeguard the Children Committees at each parish, an audit handbook was developed by the Archdiocesan Office of Safeguard the Children and seven workshops were held in the Archdiocese in the spring of 2007. The manuals and workshops facilitated the education and expanded integration of the Safeguard the Children Parish Committees. Parish and school clergy, personnel and volunteers were invited and each of the 288 parishes were represented at the workshops or in the five individual meetings held for those who could not attend the scheduled workshops. For the workshops, the 2007 USCCB audit notebook and materials were adapted for the Archdiocese, and persons responsible for the programs and Charter implementation at the Archdiocese were presenters. The notebooks now provide a single reference point for policies, procedures and resources that address the Charter provisions relevant at the schools and parishes. Approximately 1,000 persons attended the workshops.

Following the workshops, on-site, pre-audit reviews were conducted at 60 parishes selected by the Archdiocese to obtain a representative range of parish size, wealth, ethnic make-up, location and compliance in the past with Archdiocesan safe environment initiatives. As a follow-up to the visits, each of the parishes visited received a written Safeguard the Children Pre-Audit Assessment Report. The USCCB Office of Child and Youth Protection assisted in pre-audit efforts by providing posters for National Child Abuse Prevention Month by granting the Archdiocese rights to reprint the national audit materials and by arranging for the purchase of notebook materials.

2. Continued Collaboration with Loyola Marymount University

Since 2004, the Archdiocese has been collaborating with Loyola Marymount University in Los Angeles on activities related to the implementation of the Charter, strategies for reconciliation and recovery by victims and training for safe environment. During the current audit period, this collaboration has included working with various academic units at the University on special studies being pursued by a victim-survivor who is completing her undergraduate and master's degrees as a mature adult and is integrating her experiences and her commitment to survivor advocacy and reconciliation into her academic studies. Also during this period and in cooperation with the University, the American Province Sisters of Holy Child Jesus and Trauma Recovery Associates, the Archdiocese sponsored a training workshop in trauma recovery. As a result of this collaboration, the Archdiocese is now offering trauma recovery groups. Response to this model of recovery support and intervention will be assessed in 2007 and 2008.

3. Integration of Safe Environment Module in Notre Dame "Play Like a Champion Today" Program

As noted earlier, the Archdiocese, through the Catholic Youth Organization sports and coaching programs overseen by Catholic Charities, is supporting and funding mandatory

training of youth coaches. The Notre Dame University “Play Like a Champion Today” educational series has been adopted for the program. In collaboration with the Archdiocese and our Catholic Youth Organization office, Notre Dame has developed and tested a safe environment training module which is now being integrated into the “Play Like a Champion” series for the entire program.

4. Individual Apology Meetings by Cardinal with Victims

Also as noted earlier, Cardinal Mahony has invited all victims of clergy abuse in the Archdiocese to meet with him individually for a pastoral meeting and to allow the Cardinal to hear their personal accounts and to offer apologies to them for the impact of the abuse on them, their lives and their families. The invitations are made whether or not the victim is in litigation. Since 2005, the Cardinal has met individually with more than 80 victims, most of whom are plaintiffs in litigation, along with Judge Timothy McCoy, the mediation Judge in the misconduct litigation, who has generously participated in these meetings. When the pending settlement of the litigation was announced in July 2007, the Cardinal issued an open letter to all plaintiffs, again renewing his offer to meet individually with the victims.

5. Publication of Safe Environment Materials and Observance of National Child Abuse Protection Month

THE TIDINGS, the Archdiocesan newspaper, has regular articles addressing youth and child protection efforts and highlighting reconciliation and healing initiatives and priorities. The Archdiocese, with assistance from THE TIDINGS staff, issues “FYI” bulletin inserts on abuse and safe environment issues. In April 2007, in observance of National Child Abuse Prevention Month, the Office of Safeguard the Children in collaboration with THE TIDINGS, issued a four-page insert and distribution piece outlining the safeguard initiatives and resources in the Archdiocese and containing information on the identification, prevention and response to sexual abuse in all environments. English and Spanish versions were printed. The inserts were distributed to all the parents of children in parish schools, Religious Education programs and youth ministry. In addition, the inserts were made available to parishioners. To date, more than 250,000 copies have been distributed.

6. Preparation of Resource Manual for Parishes and Schools

The Victims Assistance Ministry Office is working with community, State, professional and other service agencies to produce a referral manual for schools and parishes that will give the schools and parishes a printed and on-line manual of victims ministries and intervention agencies, counseling services, law enforcement, social service agencies and similar resources to address abuse issues – whether the abuse occurs within a home, family, public or private school, parish or other setting.

Diocese of Manchester, NH

In March 2006, Bishop McCormack accepted the recommendation of the Fr. Arsenault and Ms. Murphy Quinlan (the Delegates for Ministerial Conduct) and the Diocesan Review Board to establish the new position of Safe Environment Compliance Coordinator to assist the diocese, parishes, schools, and institutions in implementing the Church's safe environment policies and programs and to ensure that the parishes, schools, and camps are in compliance with the safe environment requirements. The Safe Environment Compliance Coordinator's duties include, but are not limited to, making site visits to review documentation and interview pastors, principals, and safe environment coordinators, making reports to the diocesan bishop and Diocesan Review Board, and conducting training and otherwise assisting parish and school staff members and Safe Environment Coordinators in implementing the safe environment policies and procedures.

In November 2006, Bishop McCormack accepted the recommendation of the Fr. Arsenault and Ms. Murphy Quinlan (the Delegates for Ministerial Conduct) and the Diocesan Review Board to establish the full-time position of Safe Environment Assistant to assist the Safe Environment Compliance Coordinator in her role. The role of the Assistant includes, but is not limited to, entering information into the Safe Environment Database, preparing reports regarding information maintained on the database, and conducting training and providing guidance and assistance to Safe Environment Coordinators and others with respect to safe environment requirements.

Since she was hired as Safe Environment Compliance Coordinator, Mary Ellen D'Intino and her staff have made site visits to every parish, school, and camp in the Diocese. Her staff includes the Safe Environment Assistant as well as other field personnel contracted on an "as needed" basis. She has also made "revisits" to the camps and a number of parishes and schools for more thorough reviews and interviews. She has developed a site revisit plan, which provides for a site visit at least once every three years, and regularly reviews compliance of all parishes, schools, and camps. She provides monthly reports to the Bishop and Diocesan Review Board as well as an annual report.

Among the benefits of the role of the Safe Environment Compliance Coordinator are: (1) more effective implementation of the Policy and Code throughout the Diocese; (2) the establishment of a process that is sustained and makes it clear to the Christian faithful that the Diocese has made the commitment to a safe environment a permanent aspect of the Catholic culture in New Hampshire; and (3) the greater ability to have persons who can speak to the magnitude and depth of the commitment of the Diocese to a safe environment culture.

In early 2007, the Office for Ministerial Conduct sponsored a safe environment logo contest in the Diocese of Manchester Catholic Schools. Students in grades 4-12 were asked to design a logo that would convey the message that the Catholic Church in New Hampshire is committed to promoting and ensuring the safety of children and youth. Students were asked to consider the following statements as they contemplated a design:

“All God’s children are precious in His sight. We are made in God’s image. Each of us is a gift from God, and He wants us to respect and love each other. Adults have a special responsibility to keep children safe.”

A winning design was chosen from over 100 entries received. The logo is now used on safe environment materials, in our newsletter, and on our letterhead. The logo was also printed on a “car cling” which is scheduled to be delivered in September 2007 to all employees and volunteers who work with minors. The contest itself and the use of the winning logo have resulted in heightened awareness of our efforts to protect the children and youth of our diocese.

In April 2007, the Office for Ministerial Conduct launched its Safe Environment Database, an online database that tracks all safe environment compliance information for clerics and employees and volunteers who regularly work with minors. The Safe Environment Database is a secure, web-based application that allows authorized school, parish, and camp personnel to maintain and update safe environment compliance information for employees and volunteers who work with minors.

The format improves communication and information-sharing and makes it easier for parish, school, and camp Safe Environment Coordinators to track compliance and provide regular updates to the Office for Ministerial Conduct. In addition, it identifies for the Office for Ministerial Conduct any individuals who have not completed all safe environment requirements in a timely manner and allows parishes, schools, and camps to ensure that individuals previously deemed ineligible to work with minors are not hired. Additional features currently in development include automatic messages to be sent to Safe Environment Coordinators when employees or volunteers have not fulfilled all safe environment requirements and a message board.

In 2007, the Office for Ministerial Conduct published its first *Renewing Our Promise* Training Bulletin. The training bulletin, which serves as a “refresher” for those who attended *Protecting God’s Children* training, was developed in collaboration with Michael J. Bland, Psy.D., D.Min. (former member of the National Review Board) and Paul Ashton, Psy.D., D.Min. The *Renewing Our Promise* training bulletin is intended to supplement and review information covered at the *Protecting God’s Children* session, including, but not limited to, ways to keep children safer, steps to take to prevent abuse, and how to report abuse. The bulletin has been distributed to all those who regularly work with minors and will be distributed to all new clergy, employees, and volunteers.

Diocesan policy provides that at least once every three years, “church personnel who regularly work with minors must undergo ongoing or refresher training on child sexual abuse.” After consultation with the Safe Environment Council, the Office for Ministerial Conduct decided to not renew its two-year contract with VIRTUS Online. The consultation concluded that the most effective way of communicating the refresher training was by developing a printed document in an attractive format and providing it to all church personnel who regularly work with minors.

In 2006, the Office for Ministerial Conduct made arrangements with Liturgical Publications, Inc., the leading parish bulletin provider in the Diocese of Manchester, to include in all parish bulletins an advertisement that sets forth the telephone numbers for reporting suspected abuse of a minor. Since April 2007, the advertisements have been published on a weekly basis in 69 communities and 78 parishes, reaching 41,000 households per week.

The arrangement with the parish bulletin company has proven to be an effective way to ensure that the child abuse reporting procedures are regularly published in the parishes.

On Saturday, March 10, 2007, the Office for Ministerial Conduct held its third annual diocesan-wide conference of approximately 100 Safe Environment Coordinators, Safe Environment Council members, training facilitators, pastors, principals, and staff members involved in the implementation of the Diocese of Manchester's safe environment programs and policies. The theme of the conference was: *Promoting a Safe Environment: Working Together to Fulfill the Mission and Ministry of the Lord*. The morning session included presentations by Bishop John B. McCormack and Patricia O'Leary Engdahl, the Director of the Molly Bish Center for the Protection of Children and the Elderly who previously served as the Director of the Office of Healing and Prevention for the Roman Catholic Diocese of Worcester. In addition, the day included a presentation about internet safety by Raymond J. Coppola, MA, and updates from the staff of the Office for Ministerial Conduct.

The purpose of these annual conferences not only is to provide information about diocesan policies and ensure consistency in implementation, it is also to acknowledge and commend the attendees for their child protection efforts, to motivate them to continue their efforts, and to give them opportunities to network with others who share their roles.

Since August 2005, the Office for Ministerial Conduct has published three times per year a Safe Environment Newsletter, entitled: "Promoting a Safe Environment: Working together to Fulfill the Mission and Ministry of the Lord." The newsletter is distributed to all Safe Environment Coordinators, Safe Environment Council members, Diocesan Review Board members, pastors, principals, and others involved in safe environment in the fall, winter, and spring. The newsletters contain announcements about meetings, articles about child safety, "best practice" tips, and profiles of people who work to promote a safe environment in our Church. The Newsletter is also posted to the diocesan website: http://www.catholicchurchnh.org/index.cfm?content_id=302

The newsletters are intended to provide pastors, principals, Safe Environment Coordinators, Safe Environment Council members, and parish and school staff with information and announcements about child protection efforts in the Diocese. It has also been an effective means of communicating reminders about the importance of fulfilling the diocesan safe environment requirements.

Diocese of Marquette, MI

Our diocese is striving to improve our efforts to educate our children and parents as to the danger of child sexual abuse and to implement a program promoting the virtue of chastity. Bishop Sample organized a Task Force to address these concerns. Upon Task Force recommendations, TOUCHING SAFETY has been replaced by CHILD LURES in our Catholic Schools and FORMATION IN CHRISTIAN CHASTITY has begun to be implemented in all Faith Formation Programs. Initial response has been very positive.

Also, the diocese has attempted to be transparent in our concerns for child safety and in the promotion of our sexual abuse awareness programs. In addition to posting information and calendars of these events on our website and diocesan newspaper, we also regularly post such information in our local secular press across the diocese. This information has been appreciated by the general public.

Archdiocese of Miami, FL

* recognized the fifth anniversary of the USCCB's Charter for the Protection of Children and Young People by producing a special 4-page insert "Keeping Our Promise in The Florida Catholic and La Voz Catolica, archdiocesan newspapers. In addition, two 30 second television public service announcements were produced and aired for ten days on Comcast Cable Co. in English and Spanish highlighting Virtus and background checks. Produced post-it notes "Keeping our Promise" for the secular newspapers, The Miami Herald, El Nuevo Herald and the Sun-Sentinel, directing readers to our website.

*created a compliance committee consisting of the vicar general, chancellor, director of communications and safe environment; superintendents of elementary and high schools; religious education director; safe environment staff, including training and background check personnel; deaconate director, vicar for religious, and archdiocesan attorney.

*held a breakfast meeting with DREs, teachers, Archbishop Favalora and the compliance committee. Discussion of the importance of the Teaching Touching Safety program;, Q & A period; over 200 attendees.

Archdiocese of Milwaukee, WI

- Revision of Policies, Procedures, and Protocols: A special commission was established to review this document for better clarity, more complete information, and better standards based on experience. A member of the Diocesan Review Board was on the commission. Using a broadly based survey and interview process, the commission proposed revisions which the Review Board accepted and recommended to Archbishop Dolan. He promulgated the revised policies in November 2006. The diocesan website was subsequently updated and enhanced. Access to the list of substantiated offenders was made easier. The *Safeguarding All of God's Children* section was reorganized to be more accessible and useful. The plan to hire a full time Safe Environment Coordinator was acted upon as was the adaptation of the Chicago RADAR database system and the input of data.

- The Archdiocese has begun on-site visits to parishes and schools to ensure compliance with safe environment standards and to provide those responsible with the necessary tools to ensure safety. All parishes will be visited on a rotating basis. Follow up visits are made if there were any compliance issues at a parish or school. Compliance is also a component of accreditation and those responsible for school visitations for the accrediting process also review parish compliance. A checklist was designed to ensure consistency in reviewing compliance. A copy of the checklist is included with this document.
- Archbishop Dolan sent a letter to all major superiors asking to be informed if they had any member with a substantiated claim of abuse of a minor residing within the Archdiocese of Milwaukee. They were asked to provide assurance that there is a safety plan in place for any such individuals. A copy of the letter is included with this document.
- The Archdiocese of Milwaukee implemented the plan for a Circle of Healing that was in the early stages of development at the time of the last audit. The Victim Assistance Coordinator partnered with Marquette University's School of Law in order to provide the best possible outcome. This process was victim/survivor driven. Representatives from all of the stakeholders in the church community were present in the circle. The goal was not only to provide an opportunity for healing directly for those who participated, but also the larger goal was to professionally tape this circle and use it for a training tool in formation and in parishes. Currently, Janine Geske, former Wisconsin State Supreme Court Justice met individually to interview and prepare those participated in the circle. The video is currently in production.
- The Independent Mediation System continued in place and archdiocesan staff and consultants have been available to four other dioceses who have sought help in developing similar systems.
- In order to approach the promotion of Safe Environment for Children and Youth in a comprehensive fashion, the Archdiocese of Milwaukee has formed a Safe Environment Team. This cross-departmental team is composed of the VAC, Safe Environment Coordinator, HR representative, Catechetics Office representative, Schools Office representative, Communications Office representative, and the Chancellor. This groups generates ideas for content and reviews articles for the Safe Environment Newsletter, discusses any areas where additional, specialized training might be needed (e.g., special cultural issues surrounding the notion of "youth" in the Latino communities), inaugurates new initiatives (e.g., the on-site compliance visits to schools and parishes), and proposes advances in current practices (e.g., workshops on mandatory reporting, boundary issues, etc.).

Archdiocese of New York, NY

Communications: Launch of the Catholic Channel on Sirius Radio.

1. The New York Archdiocese launched The Catholic Channel in December 2006. The station is a 24- hour per day, 7 day per week “talk” channel that utilizes the most up-to-date radio formats and techniques. We have been fortunate to have all of the resources of Sirius at our disposal to give the Catholic Channel a modern and contemporary sound. We have excellent hosts who use the Catholic Channel to address issues of importance for Catholics and for all people. This would include discussions of current events, popular culture, and news and issues relating to the Catholic Church.

One issue that we have discussed on the Catholic Channel at various times and in various ways is the issue of sexual abuse by clergy and others associated with the Catholic Church. To one degree or another, each of our hosts has discussed the issue within their shows. We knew from the beginning, and stressed with our hosts and producers, that this was a topic that they can and should discuss when appropriate. To ignore the subject would damage our credibility with our listening audience.

Rather than merely reacting, however, to various news events, the Catholic Channel has invited various individuals, like Bishop Aymond, to appear on the program to discuss the work that is being done by his committee and across the country to not only respond to incidents of abuse, but also to discuss the positive things that are happening around the country in regard to this issue.

The Catholic Channel has been very well received throughout the Country including the candid discussion of the issue of safe environments for our children and prevention of clergy sexual abuse.

(**Contact** : Joe Zwilling Communications Director for further information)

Safe Environment Program: Creative Comic Book for Teens and Coloring Book for Elementary School Children

2. One of the challenges of the Safe Environment Program has been in developing grade appropriate and effective teaching materials in order to reach teens and younger children. The Department of Education at the Archdiocese developed an extensive curriculum to address these issues. This curriculum was submitted as an additional action in a prior audit. In the current audit period the Safe Environment Program has developed three very effective teaching tools for teens and younger children 1) a coloring book for younger kids; 2) a comic book for older kids and teens; and 3) Flyers and Posters that are full color copies of the pages of the comic book (they're intended to be posted on bulletin boards).

These materials were created for use as a resource in conjunction with the children's program. We did this in response to a desire by teachers and catechists for a tool to make the lessons more accessible to the children. The coloring book was designed for use by the lower grades; the comic book is more suitable for the upper grades.

Our Assistant Director, Patrick McGuire developed the books, with input from personnel from the schools and religious education programs. They were designed and drawn by a volunteer in the religious education program at one of our upstate parishes, who is a professional comic book artist. He was assisted in developing the story by a professional comic book writer from Texas. We have submitted printed copies of the materials. These books are available for download from our website, or can be purchased in bulk from a local printer. The Archdiocese of New York owns the copyright and is happy to share these materials free of charge with any diocese that may be interested.

These materials have been very well received by those individuals in charge of Safe Environment at our parishes and schools.

(**Contact:** Ed Mechmann and Patrick McGuire, Director and Associate Director of the Safe Environment Program for further information)

Archdiocese of Newark, NJ

- In the past, the Archdiocese had employed a Safe Environment officer whose responsibility was to randomly conduct audits of all our parishes and schools. These audits were conducted to insure compliance of diocesan policy regarding background checks, code of conduct and safe environment training. Because he is no longer with us, the Archdiocese has added this aspect of our monitoring system to the responsibilities of the Internal Financial on-site audits.
- The Archdiocese continues to request background from all teachers who are “grandfathered” / exempt from current state fingerprinting requirements.

- The Archdiocese continues to invite parents and other local faith communities to our Protecting God’s Children Workshops and encourage their participation along with employees and volunteers of the Archdiocese.
- The Archdiocese has created a “Protecting God’s Children Quick Reference Guide” illustrating the important information from the PGC program, as well as information on NJ Statutes and how to report abuse in New Jersey.
- The Archdiocese has maintained its agreement under the Memorandum of Understanding with the four county Prosecutors with the promise to exchange information freely.
- The Archdiocese offered a special seminar on “Disorders of Desires” through the Office of Continuing Education and Formation. The focus of the workshop was the internet, cyber-sex, sexual addictions, and their implications for human development, priestly formation, and seminary life.
- The Archdiocese, along with three other NJ dioceses (Camden, Metuchen, and Trenton) co-sponsored a special trauma recovery program known as “*A Faith-Based Response to Childhood Abuse and Neglect*”. Targeted toward mental health specialists within the community and abroad, the program’s goal was to offer a new therapy model which helps identify conflicts and unlearned specific distortions related to the affects of trauma. In addition, the model also teaches the importance of understanding trauma and why it continues.
- The Archdiocese graciously hosted the 2007 Audit Workshop, hopefully “...helping to assist the other diocese/eparchies to be better prepared for the 2007 audits, as well as feel more comfortable with the *Charter* implementation actions.”

Diocese of Norwich, CT

The position of Child Advocate. This position was created in 2004 in response to pastors, principals, and administrators who indicated they felt overwhelmed by the (then) new responsibilities associated with safe environments. Each parish, school, and institution was asked to choose a person to be the “child advocate” and who was then trained by the Office for Safe Environments to be a resource person to assist the pastor, principal, and/or administrator, and who could also be a liaison to the diocesan office. Overall, having this on-site person has been quite successful

Archdiocese of Oklahoma City, OK

I. Prevention

A. Technology Curriculum -- The Technology Curriculum was revised to include internet safety and abuse prevention information. The Curriculum is located on the Archdiocesan website under: Chancery Offices; Education; Schools; Curriculum. For additional information please contact Cris Carter, 405-721-5651, ext 128, ccarter@catharchdioceseokc.org

B. How to Teach the Safe Environment Curriculum -- While the first training session will not be held until October 2007, the Religious Education Department has developed this workshop for catechists. For additional information please contact Pat Koenig, 405-721-5651, ext. 126, pkoenig@catharchdioceseokc.org

C. Maintaining Safe Boundaries. Workshop is offered annually in August to all new teachers and new seminarians. The workshop is tailored to the specific group. These workshops are well-received by the participants. For additional information please contact Sister Catherine Powers, 405-721-5651, ext. 101, cpowers@catharchdioceseokc.org.

D. Supplemental Safe Environment Curriculum. The textbook Creating Safe and Sacred Places for Young Adolescents: Sexual Abuse Educational Sessions for 5th to 8th Graders, Laurie Delgatto, 2007, St. Mary's Press, Winona, Minnesota has been purchased and distributed to all religious education programs during the summer of 2007. The purpose of the Archdiocese purchasing the books was i) to assure that every location that has a religious education program could take advantage of the supplemental material and ii) to identify how the material is to be used. A letter from the Safe Environment Committee was pasted on to the front page of the book to identify how the material was to be used as a supplement only to the 5th-8th grade curriculum and not a replacement for the curriculum. Some of the Outcomes contained in the Archdiocese of Oklahoma City Safe Environment Curriculum are not addressed in the Creating Safe and Sacred Places for Young Adolescents. The response for the intended audience can not be measured at this time. The first time it will be implemented will be the fall semester of 2007. For additional information please contact Pat Koenig, 405-751-5651, ext. 126, pkoenig@catharchdioceseokc.org

II. Outreach.

A. From Grief to Grace – From Grief to Grace is a process for helping victims of abuse to discover spiritual healing and transformation. This program was created to end the isolation and secrets of abuse within a retreat process that is fully centered upon the person and presence of Jesus Christ. The Archdiocese of Oklahoma City is assisting the Dr. Theresa Burke, PhD and Kevin Burke, MSS, LSW who developed this program in the development of the diocesan model. The Archdiocese is a pilot program and held the first retreat in Oklahoma City March 22-March 25 2007. Fourteen people participated in the retreat. Also participating for training purposes were representatives from the Dioceses of Portland and Orlando. The Archdiocese is also assisting with the development of the training program for other diocesan teams and will be one of four approved training sites.

For additional information please contact Susan Lepak, Associate Director Family Life, 405-721-5651, ext. 107, susanlepak@yahoo.com or Jennifer Goodrich, Safe Environment Coordinator, 405-721-5651, ext. 150, jgoodrich@catharchdioceseokc.org

B. Safe Place Faith Community-Safe Place Faith Community is a parish based outreach ministry for victims of relationship violence within the parish and the community. The goal of the program is to assist victims of all types of relationship violence (sexual, physical and emotional), including children, the elderly, spousal, etc. The program was implemented by our Archdiocese in October, 2006. It is based on the Bishops' Document, "When I Call for Help" (www.usccb.org/laity/help.shtml) and is modeled after the Safe Place Faith Community program in the Diocese of San Diego. The purpose of the program is to work with local certified domestic violence agencies to provide resources, training, and other assistance to a core team of individuals in parishes. This core team will include the parish staff, the priest or deacon and a few other parishioners appointed by the pastor. There is also an educational component that will help bring a greater awareness and recognition of this all too common and yet hidden problem. Approximately eighty-five people attended the original training in October 2006. About fifty people have attended subsequent trainings. To date twenty-two parishes have expressed an interest in implementing the program and/or are actively participating in training.

For additional information please contact Susan Lepak, Associate Director Family Life, 405-721-5651, ext. 107, susanlepak@yahoo.com.

III. Task Force/Conference Participation/Sponsorship.

A. Oklahoma Domestic and Sexual Violence Conference -- The Oklahoma Domestic and Sexual Violence Conference, (sponsored by the Oklahoma Attorney General's Office and other agencies) has requested participation of faith communities. The Archdiocesan Office of Family Life is a part of the Conference's partnership committee and involved with putting together an ecumenical training. Archbishop Eusebius J. Beltran has been asked to give the opening Benediction and be the main speaker for the Faith Community Tract. This workshop was developed during the current audit and will offered October 3 & 4, 2007 in Oklahoma City.

For additional information contact Susan Lepak, Associate Director Family Life, 405-721-5651, ext. 107.

B. Drug Education Summit – September 12, 2007. This workshop for Oklahoma County Grandparents raising grandchildren and for foster parents was originally scheduled for February 2007 but was delayed because of weather. The program will include presentations and information on current drugs and drug trends, the signs and symptoms of drug abuse, the juvenile court system and the DHS referral process. The Archdiocese is one of several partnering agencies.

For additional information contact Cris Carter, Associate Superintendent and Acting Principal, Christ the King School, OKC, 405. 751-5651, ext. 128.

C. *Healing the Mind, Body and Spirit* -- August 8 and 9, 2006. Trauma Recovery Associates presented a conference/workshop on faith-based response to childhood abuse and neglect. The workshop was offered through the Archdiocesan Tribunal to the tribunals of our Province, all canonists and persons working with victims of abuse, those involved in parish outreach and

counselors, for example, the Safe Environment Coordinator, staff of Family Life, representatives of Catholic Charities.

For additional information contact George Rigazzi, Director Family Life or Susan Lepak Associate Director Family Life, 405-721-5651, ext. 107, susanlepak@yahoo.com.

Archdiocese of Omaha, NE

July 2006 – Implementation of the Safe Environment re-certification initiative. The recertification DVD packet was sent to all Archdiocesan parishes and schools. The DVD has key elements of the prior training, interactive scenarios and relevant information on Archdiocesan ministries such as the Victim Assistance Coordinator and the office of Formation and Education in Sexuality.

April 2007- The Victim Assistance Coordinator is on the Metropolitan Child Advocacy Coalition Board. She co-chaired the prevention committee which participated in the state efforts, Winds of Change, for April Child Abuse Prevention month. St Margaret Mary's Grade School helped display 800 pinwheels at Memorial Park for the Nebraska Winds of Change initiative. This event was covered by several media sources for April Child Abuse Prevention Month.

April 2007- The Victim Assistance Coordinator initiated a national community prayer for victims and their families during April, the Child Abuse Prevention Month. The prayer was sent to all the Victim Assistance Coordinators and the Safe Environment coordinators. A brief summary was also sent to them outlining all the dioceses who participated. The response was excellent.

June 2007- The Archbishop held a Safe Environment Appreciation Luncheon for all those who have contributed their time and talents to this important area. The Archbishop celebrated mass and personally thanked all those who were able to attend.

Diocese of Orange, CA

1. Safe Environment Coordinator participated in the OC Safe from the Start: Reducing Children's Exposure to Violence Training of Trainers program; introduced the program and distributed "Every Orange County Child is my Concern" toolkit to diocesan pre-school directors. The directors were encouraged to use the resource to educate pre-school parents about the issue (see attachment).

2. Diocese edited the DVD "Breaking the Silence" for teens and created a new DVD using only the two segments on "grooming behaviors" to be used in Safe Environment training of adults.

3. Diocese contracted with Law Room to provide the safe environment course for adults, "Shield the Vulnerable" online training as an option to the face to face training. The website was customized for the Diocese of Orange, launched on 5/21/07 and offers training in both English and Spanish. As of 6/30/07, 649 participants completed the course.

4. Safe Environment Coordinator participated in the National Safe Environment Leadership Conference January 24-27, 2007 in St. Pete Beach, FL (agenda attached).

5. Diocese recognized “Sexual Assault Awareness Month” in the following ways:
April, 2006: Distributed an informational letter and educational brochure to all parents of youth in our schools and RE programs; participated in “Denim Day” for sexual assault awareness. (Article attached.)

April, 2007: Invited participation of all parishes and schools in the “Prayer Makes a Difference” (Child Abuse Prevention Month) initiative begun by the Archdiocese of Omaha.

6. Diocese conducts internal audits for Charter compliance through parish visitations from the Director of Risk Management, Insurance Services and Fingerprinting.

Diocese of Orlando, FL

In its ongoing effort to address the issue of child sexual abuse and to continue to develop its initiative on Child Sexual Abuse Education and Prevention, the Diocese of Orlando has been working on an internet safety policy and program since 2006. A new policy on Internet Safety was promulgated and distributed in 2007, and four half –day workshops were conducted in May 2007, with a follow-up of three make-up sessions in August. The workshop was videotaped and edited in order to afford us an ongoing educational tool.

These workshops were training sessions for priests, religious, deacons, guidance counselors, principals, directors of religious education, youth ministers, and diocesan department directors. These individuals, in turn, will go back to their parishes, schools, religious education and youth programs, diocesan departments, and other diocesan institutions, and train their constituencies.

The workshops were developed in conjunction with two law enforcement officers who specialize in crimes involving child sexual abuse, a child psychologist, a therapist who treats abuse victims and perpetrators, and a theologian. The workshops addressed both principles of safety and practical issues, such as MySpace.com, and offered practical applications and safety tips.

We believe that this Internet Safety initiative is not only an important, but an essential element of our Child Sexual Abuse Education and Prevention initiative.

Diocese of Owensboro, KY

1) At the end of the current audit period, the Diocese had developed a policy on internet usage for all employees and volunteers who minister in the Diocese Approval from the Review Board, Diocesan Pastoral Council and Priests’ Council had been granted and implementation will be forthcoming in the near future. In addition, guidelines have been developed and are pending approval on internet and email usage for the priests and deacons of the Diocese. (See Attachments: Additional Action 1-1 and Additional Action 1-2)

2) The Office of Safe Environment has asked each parish to provide a record of children in the parish attending Catholic Schools, Religious Education Programs, Youth Ministry Programs and those of school age who are not enrolled in any programs. Recognizing the right of all parents to educate their children, the Office of Safe Environment has designed a booklet for parents to assist them in educating their children about sexual abuse. These booklets are mailed by the parish to the parents of children who are not enrolled in any parish programs and to the parents of children who have opted-out of the parish or school Safe Environment Programs for children (See attachment: Additional Action #2-1)

3) In addition to what is mandated under Article 5 of the Charter, namely, encouragement of civil/canonical counsel and restoring his good name if harmed, this Diocese believes pastoral outreach is of the utmost importance to all accused clergy. (See attached letter to accused clergy: Additional Action #3-1)

Archdiocese of Philadelphia, PA

Mary Achilles was hired in January 2006 as consultant and victim advocate for the Archdiocese of Philadelphia. Ms. Achilles has a long history of providing service to crime victims and served for ten years as the Victim Advocate for the Commonwealth of Pennsylvania.

The Office of Child and Youth Protection has been expanded. In April 2006 a Director for the Office of Child and Youth Protection was established. A full time Victim Assistance Coordinator was added in July 2006. In April 2007 we hired Safe Environment Compliance Coordinator.

Witness to the Sorrow- In September 2006 Cardinal Rigali called all diocesan priests to St. Charles Borromeo Seminary to hear from three victims of clergy sexual assault. The event was broadcast live on the Archdiocesan web site and video can be viewed by visiting the web site www.archdiocese-phl.org (under Catholic News).

Data base was designed and implemented to track victims, allegations, and services provided through the Victim Assistance Service.

Public Outreach has been enhanced. Radio announcements, with the Cardinal speaking directly to victims have been heard on KYW News Radio and other outlets each quarter since September 2006. Major newspapers (*Philadelphia Inquirer* and *Philadelphia Daily News*) along with local papers and Spanish language media have run print ads quarterly as well.

The Office of Child and Youth Protection with the Office for Catholic Education have sent letters to the alumni of two Catholic high schools, Northeast Catholic High School (April 2007) and Archbishop Ryan High School (August 2007) in an effort to reach out to victims of child sexual abuse.

Web Site- The Office of Child and Youth Protection added a clergy section to the site which provides a detailed list of individuals against whom allegations of sexual abuse have been substantiated.

Sean Ryan was hired as a consultant in the Spring 2006 to work with the Office for Clergy. Mr. Ryan made recommendations regarding the monitoring and treatment of priests participating in the Prayer and Penance Program. Over the last 18 months, significant improvements have been made to the Life of Prayer and Penance Program in the areas of supervision, evaluation of participants, and the ongoing mental health treatment provided to offending priests.

In 2007, the Archdiocese of Philadelphia promulgated a policy and procedure for the use of computer and communication technology for all priests in ministry. The purpose of the policy and procedure is to ensure that all use of technology is consistent with the Standards of Ministerial Behavior and Boundaries and speaks to the viewing, purchasing, or requesting of pornographic materials.

The Safe Environment Program has developed and disseminated brochures and information related to the changes in Pennsylvania's Child Protective Services Law, explaining the expanded definition of a mandated reporter. The brochure is also available on the Safe Environment web site.

We have increased the number of parish based facilitators and now have one hundred six (106) persons currently trained.

Diocese of Phoenix, AZ

1. Training & Conferences:

Jean Sokol, LCSW, LISAC, Director, Office of Child and Youth Protection
(See attached Excel Sheet for Licensure documentation)

Jennifer King, MA, Director, Safe Environment Training Office

October 7, 2005 - Twist of Faith DVD

October 18, 2005 - Praesidium Safe Environment Leadership Training

October 20-21, 2005 - Review Board Retreat

February 27-28, 2006 - Trauma Conference

March 7 & 14, 2006 - Sexuality & Paraphilia

August 1-3, 2006 - Victim Assistance Coordinator Conference

January 11, 2007 - Audit Compliance Workshop

January 24-27, 2007 - National Safe Environment Leadership Conference

June 1, 2007 - Compassionate Communication Workshop

Greater Phoenix Child Abuse Prevention Council meetings (when available)

2. Office of Child and Youth Protection (OCYP) department goals FY2005/2006 Office of Child and Youth Protection (OCYP) department goals FY2006/2007

Safe Environment Training Office (SET) department goals FY2005/2006

3. ROCC Committee – Through this committee, the Diocese of Phoenix in conjunction with the Maricopa County Adult Probation division, has developed a “Guidance for Re-integrating Offenders back into the Church Community”. These guidelines are set up for pastors and their staff. When an offender comes to the church the pastor calls the Director, Office of Child and Youth Protection and Director, Safe Environment Training for help with assessing the situation.
4. A change in organization has been established by placing the offices of Child and Youth Protection and Safe Environment Training side by side thereby encouraging planning and training in combination to capture a united service to the Diocese of Phoenix. The relocation of these offices enhanced the integrity of confidentiality and the close working arrangement between both offices.
5. Channel 12 News coverage for Mass for Healing and Reconciliation, March 28, 2006. We have news clip.
6. Director, Office of Child and Youth Protection received a Thank you card, flowers and teddy bear from Rosa on April 4, 2006.
7. Director, Office of Child and Youth Protection received a Thank you from Rocio & Ernesto Del Valle on April 17, 2006: Cookies in Bloom.
8. Increase in networking in the community in regard to Level 3 sex offender in St Thomas Aquinas parish. Contact with: Rachel Mitchell, Prosecutor of case, Steve Coe and Jean Scott in probation, Goodyear & Avondale police departments, and Fr. Kieran.

Diocese of Pittsburgh, PA

Since 1988, with the first allegations of clergy sexual misconduct with minors, the Diocese of Pittsburgh vigorously committed itself to the protection of children and young people. Each of the previous audits has resulted with the Diocese of Pittsburgh not only being in full compliance but exceeding the basic requirements of the *Charter for Children and Young People*.

Since the previous audit and beginning in 2007 the Diocese of Pittsburgh has begun two initiatives. First, the diocese has established an Office for the Protection of Children and appointed a director with extensive experience in youth ministry.

Second, the diocese has determined that it is essential that a diocesan-wide database be established to organize and verify compliance in each parish and institution of the diocese for priests, deacons, diocesan/parish employees, school employees, lay ministers and volunteers who have regular contact with children. This would include not only participation in the *Protecting God's Children* Program but background checks and other verification established by State mandates.

To accomplish this stated goal, the Diocese of Pittsburgh has engaged Austin Computing System to provide the technical assistance to fulfill this goal. The project is well underway with the selection and training of site administrators in each parish and the mandated requirement that any person who has regular contact with children must be part of the database. It is expected that the Diocese of Pittsburgh will complete the initial phase of this project by August 30, 2007.

Archdiocese of Portland, OR

In March 2007, the Archdiocesan Child Abuse Policy Summary Brochure was commissioned to be translated in two additional languages, Vietnamese and Korean. The Archdiocese has a parish in each language and it was felt that parishioners would be better served to have the brochures in the native language of the people. A person from each parish was chosen to do the translations. The project took longer than anticipated. The Vietnamese translation is ready for formatting and printing, which will be completed by mid-December, 2007. The Korean translator was unable to complete the project so we will be seeking another person to complete it. Target date for the brochure in Korean is unknown at this time.

Diocese of Pueblo, CO

The Safe Environment Coordinator for the Diocese of Pueblo, Ms. Ida Rhodes has successfully implemented the Good Touch/Bad Touch safe environment program in the public school districts also. She provides training for facilitators, parents and children in the public schools – in addition to her work with the Diocese. As an example of Ms. Rhodes' work: in November, 2006 she trained fifty-eight counselors and teachers to be facilitators for continuation of the program, and instructed elementary grade children and held parent classes. High school sessions, and meetings specific to high school parents and teachers were held later in the month. In February Ms. Rhodes trained another ten teachers, two counselors and one administrator to be facilitators; she traveled to public schools in two different cities; instructed on the elementary and middle school level, as well as holding sessions for parents.

Ms. Rhodes has worked with the Head Start early childhood education system for the past three years, presenting the Good Touch/Bad Touch program. The original county where the Head Start program was implemented has expanded to three other counties.

Each school district in the Diocese was contacted to determine if they had a personal safety program in place. The Diocese has provided information and encouragement to these school districts and we now have personal safety programs present in approximately 93% of the school districts in the Diocese of Pueblo.

In November of 2006, Bishop Arthur Tafoya, along with the Provincial of the Marianist Order met individually with 24 victims who alleged that they had been abused by a Brother while teaching students at a High School in the Diocese which was staffed by the Marianist Order.

This alleged abuse took place in the early 1970's. Bishop Tafoya allowed each victim an opportunity to tell their story, and then offered an apology to each victim. Additionally,

Bishop Tafoya offered counseling to any of the victims at diocesan expense. Two of the alleged victims have accepted the offer.

Plaintiffs' attorneys were highly complementary of Bishop Tafoya and his treatment of their clients.

Diocese of Raleigh, NC

The Charter requires a Review Board to function as an advisory to the Bishop. This board reviews allegations of sexual abuse of minors and reviews the *Policies and Procedures for the Protection of Children and Young People* for handling allegations. The Diocese of Raleigh maintains two other consultative groups to guide our response to the Charter.

Diocesan Safe Environment Committee – This is an advisory committee on the maintenance of safe environment programs, this committee designs the implementation strategies for the *Charter*. This committee also reviews the *Code of Conduct*. It is convened and chaired by the director of the Office of Child and Youth Protection. The committee includes a director of an early childhood center, a psychologist, counselors and ministry representatives.

Child and Youth Protection Team – This is a sub-set of division leaders from the Catholic Center meets to stay abreast of the developments of the program. This group works to keep the vision of abuse prevention and our outreach to victims of abuse strong in our Diocese. . It is convened and chaired by the director of the Office of Child and Youth Protection. The team includes the vicar general, and the directors of human resources, the victim assistance, communications and catechesis.

The Diocese of Raleigh maintains two forms to obtain a pastor's verification that safe environment efforts are part of parish life.

The Dean's Annual Visitation Form – This form is signed by the pastor upon the completion of the Dean's visit to verify parish compliance with a number of items. Among those items are the existence of three committees in each parish; a finance council, a parish council and a safe environment team.

Safe Environment Annual Report – this form is signed by the pastor and details scheduled training session for the coming year and the total number of adults trained in the past year. The report updates the membership of the parish safe environment team.

Diocese of Reno, NV

1. The Diocese of Reno provides funds for a radio PSA that is run each quarter on a local radio station. The ads essentially ask people to be alert to situations that may indicate abuse of any type: sexual, physical or psychological. Listeners are reminded that "it shouldn't hurt to be a child."

2. Jane O'Connor was contacted by a man who had taken our Safe Environment Training because he was a parish volunteer. He asked if he could use the tri-fold material that was used in our presentation on the State of Nevada Website. Jane put him in contact with the Virtus organization and together, they were able to devise a product that is essentially the same as ours but scrubbed of the religious references. This material is now accessible on

the Nevada State Department of Public Safety website for general use by the public. It can be accessed at www.nvrepository.state.nv.us

Diocese of Sacramento, CA

Nancy Milton, Pastoral Care/Safe Environment Coordinator served as a member of the Admissions Advisory Board of the Vocations Department, which is an advisory committee to Bishop Weigand regarding vocations to the Diocese of Sacramento. The board meets on a regular basis to review seminarian applications, discuss applicants' qualifications, and make recommendations to Bishop Weigand on acceptability for vocations.

The Diocesan Catholic Faith Formation Department holds an event at the beginning of the religious instruction year called the Catechetical Kickoff. Nancy Milton hosted a booth at the event to share Safe Environment information and support with Directors of Religious Education from around the Diocese. She also conducted a workshop on the new VIRTUS program for children.

Ronald Succa, Diocesan Safety Consultant, reviews Safe Environment Programs within the Diocese visiting parishes and schools to check on fingerprinting compliance and other safe environment issues. He reports back any findings to the Safe Environment department.

Nancy Milton participated in monthly conference calls with Safe Environment Coordinators throughout the State of California to share ideas and concerns. She also attended periodic in-person meetings.

KidWISE workshops for parents/guardians – we have trained more than 100 facilitators in English and Spanish throughout the Diocese to deliver workshops to parents. We continue to promote this important training for parents in conjunction with the training program for the children.

The KidWISE program has not received the attendance from parents/guardians that we had planned for. Our five year contract ends in May of 2008, at which time we hope to implement a new parents program.

The Diocese worked with Conquest Boys Club, a service of Regnum Christi, and met with Fr. Jason Clark as they look to establish their Conquest program within our Diocese. Conquest was aware of our safe environment guidelines and agreed to follow our standards.

Youth Ministry – Each of our 66 active Parish Youth Groups hosts an annual “Night on Sexuality.” These programs discuss theology of the body, modesty, online predators, abstinence, domestic violence, sexual harassment, and drug and alcohol abuse.

Youth Ministry Team Training Day – Nancy Milton attended the training event for Youth Ministers in October 2006. Along with Bob Schumate, Chair of the Diocesan Scouting Committee, she presented a training on our program *Youth Protection: Personal Safety Awareness*, the video series from the Boy Scouts of America Venturing Program (a coed program for high school youth).

Esther Castillo, Pastoral Care Coordinator, networks with Victim Assistance Coordinators around the country to share ideas, successes and support. She also attends the annual conference.

Four of our Religious order, non-Diocesan, High Schools presented safe environment programs to their students for a total of 2628 teens trained.

Diocese of Saginaw, MI

Three Healing Services

A Mass of Healing was celebrated by Bishop Robert J. Carlson on January 21, 2006. Victims/Survivors and their families were invited to attend. This took place in a private chapel at the Center for Ministry and a luncheon followed the Mass.

This was well received by the attendees. Victims/survivors who could not attend expressed their appreciation for the offer.

An article on the Mass appeared in the Catholic Weekly in hopes that when this was repeated, more victims/survivors might feel able to attend.

A Mass of Healing was celebrated by Bishop Robert J. Carlson on May 7, 2006. Again, victims/survivors and their families were personally invited to attend. This took place in a private chapel at the Center for Ministry. Those who attended expressed their appreciation. Bishop Carlson spent extended time with them for conversation and healing.

An Evening of Prayer for Healing took place in a Bay City Parish on April 2, 2007. Bishop Carlson and five priests led the Prayer Service. All prayed for healing from the burden of trauma, grief, and difficult memories. The Prayer Service was well attended, deeply prayerful, and peacefully conducted. Those who attended expressed their appreciation.

Diocese of Salt Lake City, UT

An Advisory Committee comprised of local Directors for Safe Environment, community members with expertise in child protection, and parents, was established in February 2006 to advise the Review Board regarding the Safe Environment Program. The Advisory Committee was instrumental in developing the "No-Go-Tell Rule" bookmark training for children.

The bilingual Diocesan Safe Environment bookmark was reprinted and redistributed to all parishes and parochial schools in the diocese.

Members of the Review Board participated in the Prevent Child Abuse Utah "Joining Forces" Conference in Oct 2006.

Archdiocese of San Francisco, CA

Our new training program for adults working with children, “Shield the Vulnerable”, has been well received. We have gleaned a lot using an online program in growing to understand our stats regarding training and screening. We realize in gaining a greater accuracy of our numbers and providing more support for the parishes and schools that we need to put some actions in place.

Diocese of San Jose, CA

A. The Diocese of San Jose has continued to meet and exceed compliance and implementation of the *Charter for the Protection of Children and Young People*, specifically Articles 12 and 13. Since 23 September 2005 the Safe Environment trainings have expanded its topics for adults and youth. In addition to Child Abuse (including Sexual Abuse and Child Safety Components), the Office for the Protection of Children and Vulnerable Adults has added the following topics:

1) Internet Safety, 2) Bullying, 3) Communication Skills for Parents, and 4) the Role of the Media and Youth. All topics are age-appropriate and parish groups take advantage of the trainings specific to parish needs. Continued collaborative efforts with non-profit agencies, such as the YWCA – Rape Crisis Center; Community Solutions and Child Quest International continue to share effective training, stretching budget operating dollars and talent and time resources. Child Quest provided scholarship monies to train P.E. teachers from St. Clare School and the Director of the Office for the Protection of Children and Vulnerable Adults as certified trainers with the radKids program. radKids is an innovative, five-day Child Safety Program that highlight’s a child’s confidence, assertive communication skills and safety tools to keep children aged 4 to 12 safe and not a victim.

B. This year the Office for the Protection of Children and Vulnerable Adults is providing on-line training to meet the time schedules and needs of the diocese. The Personnel Office for the diocese has established a relationship with LawRoom, a human resource and employment law agency. The diocese trains all supervisors and managers, per California State Law (AB1825) every two years on the issue of Sexual Harassment. LawRoom’s on-line training program, *Shield the Vulnerable* is the latest tool being used in the diocese to offer Safe Environment training for adults, in both English and Spanish. We are currently working on the youth version and should be operational by November 2007. Elementary aged youth are being trained using a number of resources including the CAPP (Child Assault Prevention Program) and TAPP (Teen Assault Prevention Program), radKids, the Diocese of San Jose’s Catholic School Family Life curriculum and Virtus’ *Touching Safety* program – Protecting God’s Children.

C. Finally, the Office for the Protection of Children and Vulnerable Adults is training facilitators to use the *Missing Game*, from WebWiseKids, Orange CA. This resource, endorsed by police departments including San Francisco Police Department, is specific to Internet and Child Safety. The Office for the Protection of Children and Vulnerable Adults was able to acquire 35 kits (each kit containing 10 games) and the training for the Catholic Schools and Religious Education Programs of the diocese – free of charge. In exchange, the Office for the Protection of Children and Vulnerable Adults and the Office

for Hispanic Pastoral Ministries with the Diocese of San Jose and WebWiseKids is collaboratively working to secure grants and work with a producer to develop and produce “telenovellas” for the Hispanic community. We are very excited about this current endeavor and hope to have product by Spring of 2008.

Diocese of Savannah, GA

The Diocese both developed and investigated/ordered supplemental education resources during this audit period.

“Internet Safety” – This internally developed PowerPoint program addressed guidelines for internet safety and is intended for parents and youth group audiences.

“What Parents Should Know” – A safe environment program for parents of children attending diocesan elementary school or enrolled in religious education class. This program supplements the basic instruction programs of the diocesan schools (*Child Lures*) and the public school system/religious education students (*Good Touch Bad Touch*).

Ordered the VIRTUS Keeping the Promise Alive refresher program. This program will be implemented throughout the diocese subsequent to the end of this audit period.

Other actions:

Engaged the services of Robert Farley, internationally recognized law enforcement expert on sexual crimes against children, for the Diocesan In-Service Education Institute in Augusta, Georgia in February 2006. The program was very well attended and well covered by print and television media.

The two primary diocesan Safe Environment Coordinators (Director of Pastoral Services & Superintendent of Catholic Schools) attended two annual conferences presented by VIRTUS in the fall of 2005 and 2006.

The same individuals in addition to the Diocesan Director of Religious Education attended the National Safe Environment Coordinators Conference in January 2007.

Contracted with VIRTUS to have Mr. Farley again present at the February 2008 Education Institute in Savannah, Georgia. In addition to teachers, Mr. Farley will make presentations to diocesan priests, religious, employees, volunteers, parents and others.

Archdiocese of Seattle, WA

1. Design and administer survey instruments for clergy, educators and professional parish staff to establish baseline data on their understanding of the issue of child sexual abuse and reporting requirements. This tool will be administered again in the spring of 2008 to measure effectiveness of training delivered during the year, and to identify the areas in which further training is required in the future.
2. April Child Abuse Prevention Month
 - Literature Displays, including an updated brochure describing reporting procedures for suspected abuse
 - Insert in the Archdiocesan newspaper, *The Catholic Northwest Progress*
 - Prayers of Intercession distributed to parishes
3. Begin work on internet safety program and development of interim training material to supplement the *Called to Protect for Ministries* trainings.

4. Create and fill Safe Environment Coordinator position.
5. Archbishop offer to host Safe Environment Coordinators Conference scheduled for April, 2008, and preliminary work on conference materials.

Diocese of Springfield, IL

The Diocese of Springfield in Illinois began an Internal Annual Parish Audit process in 2006/2007. The Parish Audit is designed to ascertain from the parishes their compliance with all of the USCCB safe environment requirements. This includes listing the number of educators, volunteers, parish employees and students (school and PSR) that have been trained and those remaining to be trained. The parish audit form also asks the same questions about compliance with the diocese background check procedures (with the exception of the students). The audit form also requests information regarding parent permission, permission slips, parent refusal for the child to attend, and parent non-response as well as how many parents received the personal safety training information provided by the diocese. The audit form also requests that the parish answer questions covering the parishes responsibility to:

- offer parents the opportunity to attend the education sessions
- document on file the promoting or advertising of education sessions for parents/other adults
- make available the victim assistance brochures for those attending services at the parish.
- routinely publish the diocesan VAC contact information in parish bulletins
- sign and attach a safe environment letter.

A record of the information received from each parish is then recorded at the diocese to ensure diocesan compliance with the USCCB's Charter requirements.

Diocese of Springfield, MA

Re Article 1

The Springfield Diocese maintains a current list of resources of mental health professionals who specialize in treatment of victims of sexual abuse, especially those providers who have a background in or understanding of the Catholic Church or who have a spirituality-based and practice, and/or who have expertise in one or more of the following areas:

- Treatment of Post Traumatic Stress Disorder
- Use of EMDR (**Eye Movement Desensitization and Reprocessing**) and DBT (Dialectical Behavior Therapy) therapies in treating long-term effects of trauma
- Treatment of sexually offending behaviors
- Dual diagnosis treatment of sexual abuse and addictions.
- Couples and family counseling.

These are the areas of expertise most frequently requested by the victim/survivors of clergy abuse with whom the Diocese works. In addition, the Office of Counseling, Prevention and Victim Services maintains a resource list of agencies that offer assistance

to victims of sexual abuse. We have ongoing communication with sexual assault centers, domestic violence programs and victim support groups in order to make effective referrals. We work with the Diocesan Catholic Charities office to offer additional case management and other emergency needs assistance. The Office of Counseling, Prevention and Victim Services also maintains current bibliographies including such topics as research articles on clergy abuse; books for children about personal safety; and accessible resources about the prevention and treatment of abuse and neglect.

Re Article 5

The Diocese of Springfield maintains current information regarding the geographic location and status of all diocesan priests who have been relieved of ministerial duties under the Essential Norms, as well as the geographic location and status of the two priests from other dioceses and religious orders who reside within the Springfield Diocese. Rev. Mr. William Toller makes in-person and telephone contact with these priests and communicates with the Bishop and the Victim Assistance Coordinator regarding their status and in order to address potential concerns.

Diocese of Steubenville

Our Diocesan Review Board has conducted parish audits to guarantee that all norms are being followed in the parishes.

Diocese of St. Cloud, MN

1. Diocesan Sexual Misconduct Policy has been reviewed by the diocesan legal counsel and Diocesan Review Board. Revisions have been made and it will be redistributed to all parishes in the diocese.
2. Diocesan Guidelines for Ethics and Integrity in Ministry have been reviewed by diocesan legal counsel and Diocesan Review Board. Revisions have been made and it will be redistributed to all parishes in the diocese.
3. Five new advocates (all licenses professionals) were recruited and trained to continue outreach in the diocese.
4. Informational pamphlet entitled “How to Report Sexual Abuse and Exploitation” was updated and redistributed to 16 county law enforcement agencies (sheriff’s departments), county health/human services departments and all parishes within the diocese.
5. Safe Environment Curriculum is updated each year and promulgated on an annual basis, including production of training video and PowerPoint demonstration.
6. Diocesan web page and official diocesan newspaper extensively involved with efforts of transparency and clarification of the Charter.

Archdiocese of St. Louis, MO

Archdiocese of St. Louis Additional Action Number 1

In this last audit period, the Archdiocese has established the Safe Environment Program Office which consists of a director and two full time staff members. This office is responsible for ensuring that all parishes, schools and agencies comply with the requirements of the safe environment program of the Archdiocese. Previously, different persons in various positions would devote a portion of their time to see the program was followed, and while this worked for a period of time, the Archdiocese has found that having a centralized office is much more efficient. This office:

- works to ensure that parishes and schools have input their data on the centralized; SEP database (see Additional Action Number 2);
- reaches out to individual parishes to conduct internal audits, assuring that compliance is met;
- answers questions about the safe environment program;
- coordinates responsibilities of the parish safety coordinators; and
- facilitates training moderators for the Protecting God's Children Program and the Safe Touch Program.

The feedback from the parishes has been overwhelmingly positive and we have attached some recent correspondence reflecting such.

Archdiocese of St. Louis Additional Action Number 2

In order to track compliance among the parishes, schools and agencies of the Archdiocese, the Archdiocese has created the safe environment program database which tracks compliance. The database is password protected and access is given to all safety coordinators. The database is continuously updated and reports are able to be quickly generated. The database allows the people in the Safe Environment Program Office to track compliance centrally. The database has also helped to organize the parishes.

Archdiocese of St. Louis Additional Action Number 3

In this past audit period, the Archdiocese has been made aware of the risk of incidents involving potential abuse perpetrated by minors on minors. In response to this potentially vulnerable population, in this most recent audit period, the Archdiocese has developed a Code of Ethical Conduct for Minors Working or Volunteering with Young People. This code is provided to all students who may be placed in a position to be alone with minors in their care. Such examples may include students performing service projects, students working for the CYC and students offering parish babysitting services. Since it is not possible to conduct a background check on these student volunteers because most are under the age of 18, along with the Code of Conduct, parents of the student volunteer must sign a certification which states that they are not aware of anything in their child's background that would make him/her unsuitable to work with minor age children.

This Code must be signed by seventh graders through seniors in high school. We believe this code is important for several reasons: (1) we want to assure parents of younger children that the Archdiocese has appropriately screened the students who will be caring for their children; (2) we want to ensure that minors who are in a position to be working with younger children understand that there are guidelines about how to work with minors; and (3) we want parents of minors who are in a position to be working with younger children to be able to communicate whether their child is suitable to work with younger children.

Diocese of St. Petersburg, FL

ACTION #1 Bishop Robert N. Lynch and the Diocese of St. Petersburg sponsored the 2007 Second Annual National Safe Environment Leadership Conference in St. Pete Beach, Florida from January 24 – 27, 2007. 105 Safe Environment Coordinators (SEC) from across the nation attended this three-day working conference, which featured guest speakers such as Bishop Gregory Aymond, USCCB OCYP Chairman, Theresa Kettlekamp, Exec. Dir. OCYP, Allen Nash, FBI Criminal Justice Information System Analyst and Sr. Mary Angela Shaughnessey who covered subject matter vital to the duties and responsibilities of SECs.

The Conference offered networking, training, background screening, training and educational material, vendors, guest speakers and experts in the field of child protection. Attendance and feedback surveys indicated that the conference was a great success.

ACTION #2 The Diocese upgraded the effectiveness of its background screening protocol from Level 1 to Level 2. A Level 1 background check is a check for convictions of misdemeanors and felonies within the 67 counties of the state of Florida. A Level 1 background check is based on demographic information such as name, date of birth, and social security number – not on the fingerprint record.

A Level 2 a national background check based on biographics – that is, actual fingerprints. A Level 2 criminal history background check is run through the Florida Department of Law Enforcement's Volunteer, Employee Criminal History System (VECHS) that compares an individual's fingerprints against the FDLE and FBI National Criminal Information System (NCIS) for any matches of fingerprints attached to misdemeanors and felonies in all 3,200 counties within the United States and its US territories. The FBI also has access to Interpol fingerprint records and federal records.

A Level 2 check also reveals all outstanding warrants, checks the national sex offender registry, state repositories, and federal convictions nationwide. The upgrade incorporates the authorization to check expunged and sealed records under the 1993 Child Protection Act. The effectiveness of Level 2 background checks has revealed an increase in the number of out-of-state arrests and convictions that would have been missed by the Level 1 screening protocol by the state or a commercial vendor.

The intended audience, the bishop, caring adults and the diocese at large, feels more secure in knowing that the best that can be done is being done to keep our children safe.

ACTION #3 New background screening initiative – Minimum Standards of Moral

Conduct – In conjunction with the Florida Conference of Catholic Bishops, the Diocese adopted the Minimum Standards of Moral Conduct as part of the background screening process for individuals who wish access to children, youth or vulnerable adults. If an individual who wishes access to children, youth or vulnerable adults has been convicted of one of these 34 crimes, he or she cannot be employed by the diocese nor can he or she be a volunteer in any capacity. An appeal process was added for anyone convicted of one of the 34 crimes to have his or her case reviewed by the Tribunal.

ACTION #4 The Policy for the Protection of Children and Vulnerable Adults “Policy”

was modified to contain only policy. The Policy formally established the Safe Environment Program Office, which is responsible for safe environment program oversight and operation. It has established and implemented safe environment programs that provide education and training for children, youth, parents, ministers, educators, volunteers, and others based on the Boys and Girls Town Center for Adolescent and Family Spirituality Safe Environments Program. These safe environment programs address ways to make and maintain a safe environment for our children, youth and vulnerable adults.

The Safe Environment Program (SEP) Office added the following SEP training courses to its curricula:

- SEP for Adults who want Access to Children in English and Spanish
- SEP for individuals who want access to Vulnerable Adults (English and Spanish)
- SEP for Parents (In the Parishes)
- SEP for Eucharistic Ministers to the Home Bound and Pastoral Care Providers
- SEP for Educators
- SEP for Priests and Deacons
- SEP for Children and Youth (Catholic Schools)
- SEP for Children and Youth (Religious Ed)

ACTION #5 The Safe Environment Training program (The Boys and Girls Town Center for Family and Adolescent Safe Environments Program) was updated to reflect new acquired information in the child protection field. Audiences were appreciated of the new information and felt better equipped to protect children from predatory adults and youth.

The Victim Assistance Minister and the local representative of SNAP have a working relationship in order to help victim-survivors in the healing process. This has been cultivated since the Victim Assistance Minister came into the position but is possible because the SNAP representative is open to working together.

Diocese of Superior, WI

Additional Actions:

Resource Binder

Tab One of the Diocesan Safe Environment Resource Binder was reorganized to make guidelines and forms easier to access. All Tab One information was divided into chapters with a Table of Contents and page numbers added.

Teresa Kettelkamp

At the invitation of the Diocese, Teresa Kettelkamp provided an update on national Safe Environment efforts and concerns to pastors, deacons, and catechetical leaders on April 19, 2007. To facilitate attendance, Ms. Kettelkamp provided the same presentation at three different times to accommodate working and traveling schedules.

Technology

Diocese has developed a new website. Efforts are ongoing to include all Safe Environment forms and key policies & guidelines on the web. Additionally, catechetical leaders are able to receive electronic .rtf format documents from the Safe Environment Coordinator to enhance the ease and consistency of reporting training and requesting background checks.

Regional Trainers

Adult Regional Trainers

A group of interested individuals were gathered and trained to provide initial Safe Environment training to adults. This cohort received resource materials and 10 hours of training from diocesan staff.

Audit Training Meeting

Three diocesan staff members attended the regional audit training workshop sponsored by USCCB in January 2007 in the Archdiocese of St. Paul. Fr. Philip Heslin, Moderator of the Curia, Mrs. Chris Newkirk, Assistant Director of Religious Education and Youth Ministry, and Kathy Drinkwine, newly appointed Safe Environment Coordinator participated in this day long event.

The National Leadership Roundtable on Church Management

On May 17, 2007, Mr. Michael Brough, Director of Planning and Member Services for the National Leadership Roundtable on Church Management (NLRCM) met with 170 parish personnel at Telemark Resort in Cable, Wisconsin. The purpose of the meeting was to promote excellence and best practices in management, finances and human resource development in our local church both at the parish and diocesan level.

The Diocese of Superior had already in 1986 established at the diocesan and parish level: standardized personnel policies; financial reports; pastoral and finance council articles and bylaws; and formats for job descriptions. Nonetheless, a specific challenge remains to move from policies in place to policy implementation and accountability. Bishop Christensen is aware of this challenge and is developing procedures for remediation. We are confident that the greater involvement of the talents of lay persons will greatly enhance our efforts to provide a safe environment for children.

Participation of pastors in local ministerial meetings

Collaboration in ecumenical summer or vacation Bible schools

Diocese of Toledo, OH

- 1) The Diocese of Toledo assisted a victim in clearing his name in another diocese because of all the publicity here in the Diocese of Toledo.
- 2) The Diocese of Toledo is planning additional on line training for *Protecting Youth and Those Who Serve Them*. This program will provide for the five-year renewal requirements and will not be a repeat of the initial program. This will go live during the 2007-2008 fiscal year.
- 3) Healing Packets were designed and are used by the pastoral response team when working with victims, family members, parishioners, etc. Both the pastoral response team and the review board had input into the design.

Diocese of Syracuse, NY

Catholic School Office Partnering with the Victim Assistance Coordinator

One of the many positive outgrowths of having a Victim Assistance Coordinator is the development of a strong partnership with the Catholic School Office.

The Victim Assistance Coordinator attended a number of Diocesan Administrators' meetings. At these meetings, the coordinator would frequently make presentations to the Catholic Schools Office on particular issues dealing with child sexual abuse. In September of this year, the back-to-school presentation dealt with the distinctions and interconnectedness of child abuse, child sexual abuse, child sexual abuse by an employee or volunteer and sexual harassment. As a result, administrators had a heightened understanding of the issues of identification and intervention in situations where a child was being abused regardless of who the abuser was. Because of her clinical expertise, principals feel comfortable contacting the Diocesan Assistance Coordinator in addition to the Catholic School Office for guidance and support when they are confronted with any of these situations.

An example of this collaboration occurred recently. A Pre-K student was acting out sexually and the school called the Catholic School Office to assist them in dealing with the situation. Both the Victims' Assistance Coordinator and the Assistant Superintendent went to the school to

interview the staff to investigate the situation. After the interviews, the two determined that the four-year-old was clearly demonstrating inappropriate behavior.

The team along with the pastor and school principal met with the student's mother. Together, they were able to determine that the child was being abused and the abuser most probably was a neighbor of the family. At that point, the authorities were notified and the Assistant Superintendent and Assistance Coordinator were able to be with the parents and support them as they met with law enforcement. The two continued their support as the parents began the difficult task of dealing with getting treatment for their son.

Since the Victim Assistance was present at the meeting with the parent, the parent felt comfortable contacting the Victim Assistance Coordinator for guidance and support as they coped with having to deal with the trauma of having their child abused and negotiating through both the law enforcement and treatment systems.

Diocese of Tucson, AZ

The Diocese of Tucson has hired an internal auditor. The auditor visits parishes to review financial, human resources and safe environment documentation. Each visit triggers a report that identifies strengths and weaknesses and actions to be taken to remedy weaknesses.

The Diocese of Tucson has given release time to the Director of the Office of Child, Adolescent and Adult Protection to serve on the Board of the Southern Arizona Children's Advocacy Center. He served as President of the Board from 2005-2007. In the course of this work, the Diocese collaborates with representatives from various local law enforcement agencies to enhance support for services to children who have been the victims of abuse.

The Diocese of Tucson has also mounted an original sculpture of Jesus with the Children in remembrance of those who have been harmed by priests, deacons and other workers of the church. The sculpture is mounted in the lobby of the pastoral center. The installation, when complete, will invite all who pass by to share in the commitment to never forget what has happened and never let go the commitment to prevent abuse to children in the present and future.

The Diocese of Tucson is assisting the Tucson Police Department in a program to prevent corruption among undercover officers. The Department has sought consultation from the Diocese in order to learn from the plan put in place to detect and respond to early signs of risk of corruption. They hope to develop a plan that will encourage effective responses in time to save the officer from going further down that path.

The Safe Environment Program of the Diocese of Tucson requires that volunteers with no independent access to or influence over minors be given basic annual education regarding at a minimum the mandated reporting law of the State of Arizona and Code of Conduct. Volunteers are told that because they are more visible and around the parish more than the average Catholic

they are an elite group, no matter how small they believe the role they fill to be. Because of this visibility and proximity, they play an important role in prevention or early detection of misconduct. In the current audit year, 2,382 volunteers without independent access to or influence over minors were given this basic education and message in parishes and schools.

Diocese of Victoria

1. The Diocese of Victoria has implemented a Renewal for the Education Program and a recheck of all online applications/background checks every 3 years in order to keep up with the prevalent topic of child abuse. Our first renewal program which began in 2006 focused on internet safety and attracted the attention of several secular groups which provided the diocese an extensive evangelization outreach opportunity.

2. The Diocese of Victoria offers 54 education program opportunities for children, youth and adults that are offered annually. We are constantly reviewing material in order to keep the program current and varied.

* Our vision includes online training and certification through the Texas Department of Human Services Youth Camp division for our program on Sexual Abuse and Child Molestation. Future goals include implementation of training for young adults ages 13 - 17 that have supervised leadership roles in religious education and/or youth ministry programs.

Diocese of Worcester, MA

1. Shortly after the establishment of the Diocesan Office of Healing and Prevention in 2002 the Victim Assistance Coordinator, Mrs. Frances J. Nugent, invited all Victim Assistance Coordinators in Region I to come to the Worcester Diocese and join in a collaborative effort. This special endeavor became known as the New England Victim Assistance Coordinators.

Since 2002 day-long meetings have been held on a quarterly basis. The Diocese of Worcester provides the site and the hospitality for the meetings. Generally, they take place in the Chancery Library or at the campus of Anna Maria College in nearby Paxton, a Catholic college.

The meetings are very well attended by the 11 dioceses in the 6 New England states.

The Victim Assistance Coordinators share a great deal of information about their work and common experiences and 'best practices,' and they support one another in difficult times. Other diocesan staff members (from all the dioceses) and some members of the respective Diocesan Review Committees attend as well.

Guest speakers during this Audit period have included Teresa Kettlekamp and Sheila Kelly from the USCCB's Office of Child and Youth Prevention. Most Reverend Richard Malone, Bishop of Portland and the Region I representative to the OCYP, has met with this group on two occasions. Dr. William McGarry, the president emeritus of Anna Maria College and a member of the National Review Board, has met with the group as well.

Barbara Thorp, the Victim Assistance Coordinator for the Archdiocese of Boston, has shared the 'best practices' in clinical work with the group too.

Most Reverend Daniel P. Reilly, the bishop emeritus of Worcester, and Most Reverend Robert J. McManus, the current residential bishop, have met with the group on occasion.

2. The Diocesan Office of Healing and Prevention staff members, Mrs. Frances J. Nugent and Sister Paula Kelleher, S.S.J., have participated in the Annual Victim Assistance Coordinators in Chicago since 2003. They have found their participation at this annual meeting very productive and helpful in their work.

3. Mrs. Frances J. Nugent, the Victim Assistance Coordinator, continues in her membership in the *Central Massachusetts Child Abuse Prevention/Protection Collaborative*. This is funded by the Health Foundation of Central Massachusetts, Inc. The organization was established to engage the community to prevent child abuse and improve access to services for abused and neglected children. This group is comprised of representatives from child welfare agencies throughout the Worcester area, including *The Massachusetts Society for the Prevention of Cruelty to Children* and the *Massachusetts Department of Social Services* and other child and family welfare agencies.

4. Mrs. Elizabeth Reidy, LICSW, a Diocesan Review Committee member, is working with Mrs. Frances J. Nugent and the Diocesan Office of Healing and Prevention, to develop and implement a *Healing and Recovery Program* throughout the Diocese. This program is based on promoting an understanding of the important virtue of forgiveness.

Diocese of Youngstown, OH

The Office of Youth and Young Adult Ministry sponsors and participates in various large-scale events for young people. In June, 2006 for the Youth Congress, and in November 2006 for the Diocesan Youth Convention, adults who participated as speakers and helped at inter-active exhibits were fingerprinted and attended an in-service safe environment program, even though it was not required of them.

In June, 2007, when the new document *Standards of Ministerial Behavior for Clergy, Employees and Volunteers* was promulgated, a special meeting for all diocesan employees (Central Services personnel) was held to explain the document so that everyone in the central offices will be able to help persons from parishes and schools who may call with questions.