

STATE OF MINNESOTA

DISTRICT COURT

COUNTY OF RAMSEY

SECOND JUDICIAL DISTRICT

JUVENILE COURT DIVISION

Court Case Number: 62-JV-15-1674

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In the Matter of the Welfare of:

VICTIM-1, a child identified in police reports;

VICTIM-2, a child identified in police reports; and

VICTIM-3, a child identified in police reports.

**SEVENTH REPORT BY THE  
ARCHDIOCESE ON ITS STATUS  
AND PROGRESS OF  
IMPLEMENTATION OF THE  
SETTLEMENT AGREEMENT**

Respondent:

The Archdiocese of Saint Paul and  
Minneapolis, a Minnesota corporation,  
777 Forest Street  
Saint Paul, MN 55106-3857

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1. The Archdiocese of St. Paul and Minneapolis (the "Archdiocese") entered into a Settlement Agreement dated December 17, 2015 with the Ramsey County Attorney's Office (the "RCAO"), which was amended by the parties on July 19, 2016 (the "Settlement Agreement").
  2. The Settlement Agreement contemplated that the Archdiocese would continue to enhance its Safe Environment Program, come into substantial compliance with the requirements of the Settlement Agreement by December 17, 2016 and file periodic reports with the Court twice a year. Each periodic report highlights the actions taken in the most recent six-month reporting

period to enhance safe environments and comply with the requirements of the Settlement Agreement.

3. On July 7, 2016, the Archdiocese appeared in Court and filed its first periodic report. On December 19, 2016, the Archdiocese appeared in Court and filed its second periodic report in which it outlined the steps it had taken to come into substantial compliance with the Settlement Agreement. The Ramsey County Attorney's Office filed a letter dated December 20, 2016 advising the Court that the Archdiocese was in substantial compliance as required by the Settlement Agreement. The Court found that the Archdiocese was in substantial compliance.
4. On behalf of the Archdiocese, Timothy O'Malley, Director of the Ministerial Standards and Safe Environment for the Archdiocese ("Director"), and Janell Rasmussen, Deputy Director of the Ministerial Standards and Safe Environment ("Deputy Director"), make this seventh periodic report to the Court and declare and report as follows:
5. As set forth in detail below, the Archdiocese remains in substantial compliance with the requirements of the Settlement Agreement.
6. The Archdiocese continues to provide timely briefings to the RCAO regarding Safe Environment issues and the requirements of the Settlement Agreement. The Archdiocese has met with the RCAO on a regular basis to provide specific updates on the progress made to implement this Agreement. The RCAO has provided feedback regarding these efforts. The Archdiocese has used the feedback and suggestions to continue compliance and promote a Safe Environment.
7. **Restorative Justice.** Since the Archdiocese first met with RCAO and others on March 29, 2016 to discuss Restorative Justice work, it has made significant progress. The Archdiocese,

as reported previously, has met the Settlement Agreement requirements regarding Restorative Justice Sessions. Those sessions were beneficial and promoted healing. As a result, the Archdiocese has continued to work to promote Restorative Justice in Parishes. Over the past six months, the Director and Deputy Director continue to work with: Victim/Survivors; Ramsey County Attorney John Choi; the Director of the Center for Restorative Justice and Peacemaking at the University of Minnesota School of Social Work, Dr. Mark Umbreit; retired Wisconsin Supreme Court Justice and Distinguished Professor of Law at Marquette Law School, Justice Janine Geske; faculty at the University of St Thomas School of Law; Archdiocesan Ombudsperson Tom Johnson; Archbishop Bernard Hebda and others on the development of a broader Victim/Survivor Program. Representatives from this group meet periodically, meeting as recently as May 6, 2019 to discuss next steps and customized approaches to serve individual Parishes.

A three-parish pilot project, previously described in a prior report to the Court, has expanded, resulting in events taking place at Parishes throughout the Archdiocese. Individual Parishes are moving forward with Restorative Justice events that are customized to address the needs of members of the Parish. On March 18, 2019, the Church of The Risen Savior in Burnsville hosted an evening with Archbishop Hebda. The event was about Peace, Healing and Justice and included a prayer service by Archbishop Hebda, statements and an update on what is taking place with Safe Environment efforts by Director Tim O'Malley. Archbishop Hebda and Director O'Malley then participated in a listening session with close to 200 attendees. See Exhibit A.

On February 10, 2019 a Restorative Justice Discussion was held at the Church of Christ the King in Minneapolis with Archbishop Hebda and Director O'Malley. The discussion

highlighted ongoing Safe Environment efforts and the Archdiocese's peace and healing initiatives. See Exhibit B.

In February, Justice Janine Geske traveled to the Archdiocese to hold Restorative Justice and Healing events on February 20, 2019 at St. Mary of the Lake in White Bear Lake; February 21, 2019 at St. Odilia's in Shoreview; February 22, 2019 at the Murphy Institute of the University of St. Thomas; February 22, 2019 at Our Lady of the Lourdes; February 23, 2019 at St. Thomas More in St. Paul. See Exhibit C. These events, which were well attended, also included some comments from Director O'Malley, Dr. Mark Umbriet and Father Dan Griffith.

We continued to receive requests to bring Justice Janine Geske to Parishes and she traveled here again in May for Restorative Justice and Healing events. On May 6, 2019 there was an event at St. Mary of the Lake in White Bear Lake. On May 7, 2019, St. Wenceslaus in New Prague hosted a Morning for Justice, Peace and Healing event at the Knights of Columbus Hall and invited surrounding Parishes from their Deanery. This event included opening comments by Archbishop Hebda and Director O'Malley. On May 7, 2019 another event was held at Lumen Christi in St. Paul. See Exhibits D and E. These efforts are ongoing and the Archdiocese continues to work with additional Parishes to hold Restorative Justice and Healing events.

In addition to the Restorative Justice events, Peace Circles are being held. These occur on the fourth Monday of each month. See Exhibit F.

As a result of the continued work to address the desire to hold Restorative Healing events and work closely with Victim/Survivors, the Archdiocese engaged with private donors and clergy to fund a victim outreach initiative that includes a new position to coordinate Restorative

Justice and Abuse Prevention efforts within the Office of Ministerial Standards and Safe Environment. Paula Kaempffer was selected for that position by a three-person interview committee comprised of a Victim/Survivor, a priest and Deputy Director Rasmussen. Ms. Kaempffer is a survivor of clergy sexual abuse and has the skills and experience to serve victim/survivors well in this position. See Exhibits G and H. [SA at ¶¶ E, F].

- 8. Second External Audit of Settlement Agreement Compliance.** During the past six months, the Archdiocese has worked to implement the recommendations that were a result of the second external audit, which took place in September 2018. Auditors recommended that the Archdiocese request spreadsheets from Parishes and Schools documenting specific E3 compliance for employees and volunteers in the Spring Audit Reports. In response, the Archdiocese modified its Spring Audit Report to include this type of documentation. As set forth below, Archdiocese staff are currently evaluating the reports submitted by Schools and Parishes this year. [SA at ¶¶ 14.2, 14.2.a-e]
- 9. Internal Audit.** In the sixth report to the Court, we shared the work being done to review the Safe Environment Program, including the VIRTUS Program. As previously reported, an Office for the Protection of Children and Youth (OPCY) Advisory Committee was established in 2018 to evaluate the operations and effectiveness of the Safe Environment Office and its operations. The committee, comprised of representatives from Schools, Parishes, Clergy, Victims, and those that serve in the various roles affected by our Safe Environment work, continues its work. The members evaluate issues brought forth to their Committee and make recommendations. The most recent meeting of this Committee was May 15, 2019. In addition to the work being done by the OPCY Advisory Committee, other improvement efforts continue. On February 8, 2019, OPCY staff and Director O'Malley and

Deputy Director Rasmussen met with the background check provider to examine opportunities to improve the background check process used internally at the Archdiocese and with the Parishes and Schools. As a result, modifications were made internally to improve processes. [SA at ¶¶ 5.15; 5.23; 14.2.e; 14.3]

### **Elements of Continued Compliance**

#### **10. Oversight**

**10.1. Board of Directors/Audit Committee.** Consistent with the requirements set forth in the Settlement Agreement, the Board of Directors of the Archdiocese of Saint Paul and Minneapolis Corporation is knowledgeable of the Safe Environment Program and is exercising appropriate oversight regarding the effectiveness of the program. The Board and the Board's Audit and Risk Management Committee met on February 14, 2019 and May 30, 2019. Both the Board and Committee received briefings during these meetings including updates on specific misconduct and conflict of interest cases, processes regarding the overall approach to misconduct cases, Policy revisions and developments, the implementation status of the Settlement Agreement, audit reports by Stonebridge auditors and Bishop Accountability processes. A copy of this seventh report to the Court will be provided to the Committee and to the full Board on or before August 6, 2019 [Settlement Agreement ("SA") at ¶¶ 2.1, 2.1.a.]

**10.2. The Archbishop.** The Archbishop and the Director are in near daily contact and meet frequently, usually multiple times each week. The Archbishop is knowledgeable about the Safe Environment program and Policies. [SA at ¶ 2.2.]

**10.3. Ministerial Review Board.** Over the past six months, the MRB met on January 17, 2019; February 21, 2019; and May 9, 2019. The MRB has been updated on Safe

Environment operational matters, policies and the audit. Several cases have been presented to the MRB and fitness for ministry recommendations have been made. The Director consults with the MRB regarding these and other matters on a regular basis. [SA at ¶ 2.3.]

#### **10.4. Lay Advisory Board.**

Within the past six months, the Archdiocese has established a new Lay Advisory Board. See Exhibit I. The Lay Advisory Board consists of representatives from each Deanery. Each Deanery has a committee consisting of one lay member from each Parish within the geographical boundaries of the Deanery. That committee meets at the Deanery level and chooses one representative from their membership to serve on the Lay Advisory Board. Each member serves a two-year term on the board, which has approximately 15 members and meets quarterly with the Archbishop. The Deanery representatives report back at the Deanery level meetings. Goals for the Lay Advisory Board include finding ways the Archdiocese can help members of the Archdiocese affected in any way by the clergy sexual abuse scandal and the ensuing bankruptcy to heal and grow in their faith. The Lay Advisory Board will be able to suggest ideas for healing and moving forward. The Lay Advisory Board held its first meeting on April 3, 2019 and its second on July 17, 2019.

#### **11. Safe Environment Compliance (Essential 3-Background Check, Code of Conduct and Virtus Training)**

**11.1. Clergy.** The Archdiocese has assigned an OPCY Program Liaison to audit Clergy compliance. As of June 30 2019, the Archdiocese confirmed that all 574 Clergy (priests and deacons) in ministry had completed the E3 requirements. Within this reporting period, one priest and nine deacons had their faculties removed because they did not comply with the E3 requirements by their respective mandatory reporting

date. The priest and five of the nine deacons subsequently completed their E3 requirements and, consequently, had their faculties reinstated. The four remaining deacons are without faculties and, therefore, are prohibited from engaging in ministry. [SA at ¶ 5.6.c.] The Director maintains an electronic registry of Clergy compliance with the Essential 3 requirements. [SA at ¶ 5.6]

**11.2. Schools and Parishes.** The Archdiocese received Spring Audit Reports from 90 of 90 schools, 190 of 190 parishes and 4 of 4 other parish-like entities. Each entity responded with information regarding mandated record keeping for the Essential 3, overall Safe Environment requirements and curriculum implementation regarding child personal safety lessons. Staff are examining the Spring Audit Reports to determine compliance and non-compliance and to write reports and improvement plans for those sites that need to make improvements. With the recent reorganization of the OPCY Office, staff have been working individually with Parishes and Schools which has created an opportunity to make improvements and has been successful in enhancing Safe Environments. [SA at ¶ 5.6.b.]

## **12. Parishes, Schools and Seminaries**

**12.1. Seminaries.** The Director and Deputy Director continue to be involved in the work at the two seminaries sponsored by the Archdiocese (the Saint Paul Seminary (“SPS”) and the Saint John Vianney Seminary (“SJV”). The OPCY Program Liaison assigned to the Seminaries as a result of the OPCY restructuring continues to work directly with the Seminaries on E3 compliance and processes pertaining to that compliance. During the 2018-19 school year, the Director and Deputy Director participated in the SPS formation meetings, so that they are able to provide advice and



direction in areas where they can be of assistance. In addition, Deputy Director Rasmussen will be added to the Admissions Committee at SPS for the 2019-20 school year. [SA at ¶ 5.6.d.]

**12.2. Site Visits.** The Settlement Agreement requires that the Archdiocese conduct Parish/School visits every 7 years and complete no less than 15% of the visits annually during this Agreement. To comply with this requirement, the Archdiocese must visit at least 43 Parishes and Schools each year. This spring the staff did 45 (16%) site visits. [SA ¶ 4.7., 14.4.]

**13. Policies.** The Settlement Agreement required certain Policy revisions and development, which have already occurred. Over the past 6 months, the standing Archdiocese Policy Review Committee has continued to review and revise Policies as contemplated by the Settlement Agreement. This Committee reviews all newly proposed policies and reviews all existing policies. There have been no changes to any existing Safe Environment Policies, but there have been several other policies implemented and revised, including a Litigation Hold Model Policy for Parishes and Schools, two Catholic Education Policies and a Parish Trustees and Parish Pastoral Council Requirements Policy which now require Parish Trustees and Parish Pastoral Council members to be current with Essential 3 Safe Environment requirements of the Archdiocese, regardless of their interaction with minors. All Archdiocesan Policies can be found at [archspm.org](http://archspm.org). [SA at ¶¶ 2.2-2.4a; 10.4.]

#### **14. Training**

**14.1. Seminary Training.** The Archdiocese continues to work closely with both Seminaries. In the past six months, the Director and Deputy Director have continued to

meet and communicate with staff and the Rectors at both Seminaries. The curriculum continues to be reviewed to look for opportunities to add relevant curriculum regarding Safe Environments. On February 20, 2019, the Director provided training to the 2nd year Seminarians at SPS on Ministerial Standards and Safe Environment. In the next six months, a Victim/Survivor and the Director will meet with the 4th year Seminarians at SPS. Also in the next six months, the Director will provide training to the 4<sup>th</sup> year seminarians. The Director and Deputy Director have also consulted with SPS on the selection, formation, evaluation and fitness for ministry determination processes for Seminarians. As a result, both the Director and Deputy Director are participating directly in the seminarian formation and evaluation processes and will continue to work closely with SPS as fitness for ministry determinations are made. [SA at ¶¶ 7.6, 7.6.a.]

**14.2. Safe Environment Training.** The Settlement Agreement requires the Director to provide training to Parish and School Safe Environment Coordinators upon their assumption of that role and then every three years thereafter. This year the OPCY Safe Environment Program Liaisons provided training to both new and current Safe Environment Coordinators on the following dates: January 24, 2019; January 25, 2019; January 29, 2019; January 31<sup>st</sup>, 2019; February 13, 2019; March 1, 2019; March 8, 2019; March 15, 2019; March 20, 2019; March 21, 2019; March 22, 2019.

**14.3. Virtus Training.** The current Virtus Training curriculum is under evaluation. A group including Archdiocese staff and a Victim/Survivor reviewed the existing training and made recommendations for a modified training process for Victim/Survivors of sexual abuse who are preparing to volunteer in Parishes and Schools. The recommendations were presented at the OPCY Advisory Committee meeting on

December 10, 2018. That Committee approved the recommended changes and the new plan was implemented in March of 2019. Further evaluation of VIRTUS continues. [SA at ¶ 5.23.]

## **15. Reporting Abuse and Public Disclosures**

**15.1. Law Enforcement Credible Allegation Notification.** As required by the Settlement Agreement, the Archdiocese has made notifications to law enforcement each time a credible allegation has been received. A credible allegation of sexual abuse of a minor is one that bears a semblance of truth and is not manifestly false or frivolous. The Archdiocese also notified RCAO of each allegation it received and reported. [SA at ¶ 6.3.b.i.]

**15.2. Public Disclosures.** The Archdiocese continues to make timely disclosures of credible allegations and substantiated claims of sexual abuse of a minor by Clerics. [SA ¶ 9.2] The Archdiocese website contains a section posting notices of substantiated claims of sexual abuse of a minor. <http://safe-environment.archspm.org/>. [SA ¶¶ 9.2, 9.4, 9.5]

## **16. Communications**

**16.1.** The Archdiocese is required to publish no less than four times a year in the Catholic Spirit a statement urging those subject to sexual abuse to contact law enforcement to make a report of the abuse. In the last six months, ads ran in the following issues of the Catholic Spirit: January 24<sup>th</sup>, 2019 and May 2, 2019. See Exhibit J. [SA at ¶ 6.8]

**16.2. Parish Assistance.** The Settlement Agreement requires the Archdiocese to provide assistance to Pastors and principals so that they may appropriately respond to media inquiries and provide accurate media responses to reassure the community that

abuse allegations are taken seriously. In the past six months, the Archdiocese Office of Communications has provided this assistance and served as a resource to Schools and Parishes to assist them in responding to the media. [SA at ¶ 9.1.]

17. **Clergy Assistance Plan** As contemplated by the Settlement Agreement, the Archdiocese has developed a comprehensive Clergy Assistance Plan for all Clergy. In addition to the advancements described in previous reports, the Archdiocese has taken other steps to assist clergy to be healthy and better prepared to serve. On February 22, 2019 the Archdiocese held a voluntary training opportunity for priests. Victim 1 and Victim 1's mother presented at this event, which was attended by about 80 priests. They spoke of the impact of abuse, the hope for healing, the role of the church and the role of Clergy. Also as part of this event, a psychologist offered a related presentation. On June 6, 2019, Director O'Malley distributed a "Guidelines for Engaging in Healing Conversations with Victims of Abuse in the Church" to all Clergy in the Archdiocese. Director O'Malley developed these guidelines with the assistance of two psychologists, several Victim/Survivors and several clergy members. At an all-clergy retreat held on June 19, 2019 Ms. Laura Harder, a certified therapist and college professor with a M.A. in Psychology, presented on the topics of compassion and effective conversations with Victim/Survivors and the potential impact of vicarious trauma and compassion fatigue. Ms. Harder's presentation was followed by a panel discussion involving three priests and the Archbishop regarding practical approaches to assist those harmed by abuse and to do so in a manner that is beneficial to the survivor and in a way that helps Clergy remain healthy. Director O'Malley attended and assisted at these presentations. Over the past six months, the Deacon Review Committee has been in the process of making

recommendations based on feedback received specifically to the life of Deacons in the Archdiocese. The Director has continued to brief the RCAO regarding the Clergy Assistance Plan.

## **18. Other Requirements under the Settlement Agreement**

**18.1. Meetings with Other Victim/Survivors of Clergy Sexual Abuse.** In the past six months, leaders of the Archdiocese, including the Archbishop, have continued to meet with Victim/Survivors of clergy sexual abuse (abuse in this Archdiocese and elsewhere). The Archbishop, Director and Deputy Director have been involved in these meetings and are involved in ongoing efforts to enhance services and improve Safe Environments with input from these Victim/Survivor meetings. [SA at ¶¶ 13.2, 13.3]

**18.2. Ombudsperson.** Former Hennepin County Attorney Tom Johnson was selected by the Archdiocese and RCAO to serve as the Ombudsperson. Several media outlets published articles on Mr. Johnson's role and provided information on how to contact him. Mr. Johnson has reported that he continues to be contacted by Victim/Survivors and has been well received as an independent, outside resource for them. Mr. Johnson also participates in meetings with Victims/Survivors, the Archbishop, the Director and Deputy Director, abuse survivors' attorneys and Archdiocesan leaders. Additionally, he has participated in Restorative Justice work and has been a part of planning and communications relating to the development and implementation of Victim/Survivor support groups. Mr. Johnson has been present at Restorative Justice sessions over the past six months where he has been introduced by the coordinators/facilitators to the attendees, and his role has been described along with information on how to contact him. [SA at ¶ 13.8.]

- 18.3. Bankruptcy.** The Archdiocese was discharged from bankruptcy and the bankruptcy case was closed on December 21, 2018. The Settlement Agreement requires that the Archdiocese convene and participate in a one-day “Conference for Restorative Justice and Reconciliation within eighteen months of confirmation the dismissal date.” The Archdiocese is in discussion with Ramsey County and the planning is ongoing for this conference. [SA at ¶¶ E, H.]
- 18.4. Letter of Apology; Meeting with Victims.** The Archbishop has communicated with legal counsel for the Victims and family and offered to send a letter of apology and also meet with the Victims and the Victim’s family. The Archbishop has since met with one Victim and family. In addition, one Victim and family have become involved in our efforts to create Safe Environments and in our work on Restorative Justice and Healing. [SA at ¶ D.]
- 18.5. Best Practices and Continuous Improvement.** The Archdiocese has been asked over the last six months to participate on a national level to address best practices for Safe Environments. On February 1 and 2, 2019 Director O’Malley and Chancellor Susan Mulheron presented on a panel convened in the Washington D.C. area and coordinated by the Leadership Roundtable at the Catholic Partnership Summit. A report from that meeting was later published. See Exhibit J. On April 9, 2019 several representatives from the Archdiocese of St. Paul and Minneapolis participated in a meeting at Georgetown Law on Lessons from the Past and Directions for the Future (How Law and Lawyers Help Hide and Uncover the Clergy Sexual Abuse Crisis). See Exhibit K. On April 30, 2019 Tim Jaggs, an insurance consultant hired by multiple, international insurance providers, met with Director O’Malley and Deputy Director Rasmussen to

discuss specific operations that the Archdiocese of St. Paul and Minneapolis have put into place to protect children and create Safe Environments. On May 10, 2019, Deputy Director Rasmussen presented at the Bishops Insurance Plan in Chicago, discussed best practices for Safe Environments and responded to questions from representatives of other dioceses who were in attendance. On March 24-27, 2019 several representatives from the Archdiocese attended the National Child and Youth Protection Catholic Leadership Conference in Camden-Philadelphia. Director O'Malley and Deputy Director Rasmussen spoke and shared a video at the event of Archbishop Hebda inviting everyone to attend next year's conference, which will be held in the Archdiocese of St. Paul and Minneapolis from April 26-29, 2020.


### Conclusion

19. Based on the foregoing, we believe that the Archdiocese remains in substantial compliance with the Settlement Agreement. The requirements of the Settlement Agreement are ongoing and we will continue our efforts in conjunction with the RCAO as contemplated by that Agreement.

I declare the foregoing to be true and correct to the best of my knowledge and belief.

Dated: 8-5-19

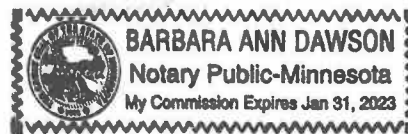
THE ARCHDIOCESE OF ST. PAUL AND  
MINNEAPOLIS, a Minnesota corporation

By:   
Timothy O'Malley  
Director of Ministerial Standards and  
Safe Environment for the Archdiocese

Subscribed and sworn to before me

this 5<sup>th</sup> day of August, 2019

Barbara Ann Dawson  
Notary Public



I declare the foregoing to be true and correct to the best of my knowledge and belief.

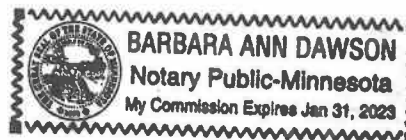
Dated: 8-5-19

THE ARCHDIOCESE OF ST. PAUL AND  
MINNEAPOLIS, a Minnesota corporation

By: Janell Rasmussen  
Janell Rasmussen  
Deputy Director of Ministerial Standards and  
Safe Environment for the Archdiocese

Subscribed and sworn to before me  
this 5<sup>th</sup> day of August, 2019

Barbara Ann Dawson  
Notary Public



ACKNOWLEDGED:

Dated: 8/5/19

THE ARCHDIOCESE OF ST. PAUL AND  
MINNEAPOLIS, a Minnesota corporation

By: Bernard A. Hebda  
Archbishop Bernard A. Hebda  
Its President

65642372.1



# *Peace, Healing & Justice*

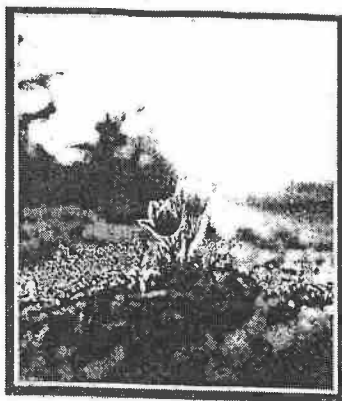
## **AN EVENING WITH ARCHBISHOP HEBDA**



**MONDAY, MARCH 18 AT 7:00PM**

**CHURCH OF THE RISEN SAVIOR  
1501 EAST COUNTY ROAD 42  
BURNSVILLE, MN 55306  
952-431-5222**

**MORE INFO AT  
[WWW.RISENSAVIOR.ORG](http://WWW.RISENSAVIOR.ORG)**



# Peace, Healing & Justice

## AN EVENING WITH ARCHBISHOP HEBDA

In the wake of the clergy abuse scandal, Risen Savior is offering an evening of peace, healing and justice. This evening is intended to be a healing opportunity for everyone; it will contain four main components:

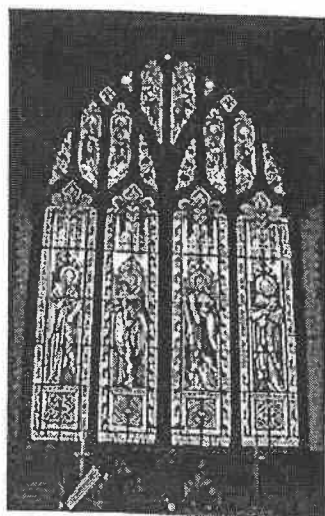
1. **Brief Prayer Service (location: Sanctuary):**
  - ♦ Risen Savior pastor, Fr. Tom Krenik, will start the evening with a brief prayer service focusing on *Healing of Our Every Ill*.
2. **Statements and Updates (location: Sanctuary):**
  - ♦ Archbishop Hebda will give a statement and offer apologies;
  - ♦ Tim O'Malley, Director of Safe Environment, will present legal and statistical updates.
3. **Break (location: Commons Area):**
  - ♦ refreshments will be available;
  - ♦ opportunity for attendees to anonymously write and submit questions (pens and paper will be available).
4. **Q&A Session (location: Sanctuary):**
  - ♦ Archbishop Hebda and Tim O'Malley will take verbal questions and also answer some of the anonymously submitted questions.

Please mark your calendars as we continue the path toward hope and healing for all who have been impacted by the clergy sexual abuse crisis as we host this important event.

For the convenience of families with small children, our nursery will be open and staffed with two trained and VIRTUS certified employees.

If you have any questions regarding this event, please contact Parish Administrator, Ryan Currens, at 952-698-1720 or e-mail [ryan.currens@risensavior.org](mailto:ryan.currens@risensavior.org).

Details also at: [WWW.RISENSAVIOR.ORG](http://WWW.RISENSAVIOR.ORG).



## RESTORATIVE JUSTICE DISCUSSION

Sunday February 10, 2019

10:45am – Noon

After 9:30 Mass presided by Archbishop Hebda

Church of Christ the King

5029 Zenith Ave. S., Minneapolis

### HOW DO WE MOVE TOWARD PEACE AND HEALING IN THE AFTERMATH OF THE CLERGY SEXUAL ABUSE CRISIS AND COVER-UPS?

The Christ the King Social Justice Team presents this  
important dialogue as part of our  
EASY CHAIRS TOUGH TOPICS as we hear from:

ARCHBISHOP BERNARD HEBDA AND  
TIM O'MALLEY, DIRECTOR OF MINISTERIAL  
STANDARDS AND SAFE ENVIRONMENT,  
ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

- ✦ What are current updates and status of investigations?
- ✦ Are survivors being supported?
- ✦ How do we reach out to those who have left the Church and keep more from leaving?

Pre-registration requested, but not required, in the CTK Gathering Space or by contacting Mary Colbert at [mcolbert712@gmail.com](mailto:mcolbert712@gmail.com). Pastries & coffee will be served.

ADDRESSING THE HARM

# RESTORATIVE JUSTICE AND HEALING

with Justice Jennifer Burke

FEBRUARY 20, 2019 | 7PM ST. MARY OF THE LAKE IN WHITE BEAR LAKE

FEBRUARY 21, 2019 | 7PM ST. ODILIA'S IN SHOREVIEW

FEBRUARY 22, 2019 | 12:30PM ST. THOMAS MURPHY INSTITUTE & OUR LADY OF LOURDES

FEBRUARY 23, 2019 | 10AM ST. THOMAS MORE IN ST. PAUL

*More information is available at [LourdesMpls.org](http://LourdesMpls.org)*

**ADDRESSING THE HARM**

# **RESTORATIVE JUSTICE AND HEALING**

**with Justice Janine Geske**

**MAY 6, 2019 | 7PM ST. MARY OF THE LAKE IN WHITE BEAR LAKE**

**MAY 7, 2019 | 9AM KNIGHTS OF COLUMBUS IN NEW PRAGUE**

**MAY 7, 2019 | 7PM LUMEN CHRISTI IN ST. PAUL**

*More information is available at [LourdesMpls.org](http://LourdesMpls.org)*

**Exhibit D**



# MORNING FOR JUSTICE, PEACE AND HEALING

**Special Guest Speaker**

Janine Geske (Former Wisconsin Supreme Court Justice)

**Welcome & Opening Comments by**  
Archbishop Bernard Hebda and Tim O'Malley

**Tuesday, May 7**

**9 – 11 a.m.**

**Knights of Columbus Hall**

**411 4th Ave SW, New Prague, MN 56071**

**(Next to Dairy Queen)**

Restorative Justice is a healthy way to address the needs of those traumatized by violent crime. Talk about what has happened in the past, what is happening in the present and what steps we can take to influence the future. Engage in conversation with others as we move towards peace and healing.

**Open to the public – All are welcome**

This event is for all who have been impacted by violent crime, including: victims/survivors of emotional and physical abuse, as well as their family and friends, city officials, law enforcement, legal experts, staff and members of all church congregations.

Hosted by:  
The New Prague Catholic Community along with the Archdiocese of Saint Paul and Minneapolis

# Twin Cities Peace Circle

Fourth Monday of the month

6:30pm – 8:00 pm

Hennepin County Library, North Regional Branch

North Conference Room, 2<sup>nd</sup> floor

TCP is open to all who have experienced the trauma of clergy sexual abuse.

The purpose of this group is to gather victims/survivors/abusers in a safe,

supportive environment to share, listen to one another, and explore healing.

- Give everyone a voice
- Transform shame
- Address harm openly and honestly
- Encourage self-care
- Build empathy
- Promote individual growth
- Discuss problem-solving strategies
- Explore issues holistically
- Offer a safe space of respect and deep listening
- Learn from one another

Contact Jim at (773) 412-0909 or [richter316@aol.com](mailto:richter316@aol.com)

**POSITION DESCRIPTION**

Effective Date:

**Job Title:** Outreach Liaison and Victim Support Program Coordinator  
**Department:** Ministerial Standards and Safe Environment (MSSE) – Victim Advocacy Office  
**Reports To:** Janell Rasmussen, (Deputy Director MSSE)  
**Direct Reports:** None  
**FLSA Status:**  
**Classification:**

**Position Summary:** This position will coordinate the activities of the Victim Advocacy Office within the Ministerial Standards and Safe Environment Department at the Archdiocese of Saint Paul and Minneapolis. This position will also be responsible for working with staff to ensure that Victim/Survivors receive necessary information and direct services, and will work with staff to coordinate Restorative Justice, healing and outreach activities with various groups and stakeholders in the Archdiocese and in other areas as needed.

**Essential Functions of the Position:**

1. Develop, coordinate and enhance resources for Victim/Survivors and the Victim Advocacy Office.
  - a. Work directly with external service providers to coordinate contracts, resources and communications as necessary.
  - b. Assist in developing new resources and programs to support Victim/Survivors.
  - c. Evaluate existing resources on a regular basis to ensure that the highest quality services are being provided to Victim/Survivors.
2. Communicate and collaborate with other Archdiocesan offices on Restorative Justice and healing events and activities.
  - a. Work with Parish Services, OPCY, Communications and other Archdiocesan departments to plan and carry-out events and activities of the Victim Advocacy Office.
  - b. Coordinate speakers, guests and logistics for Restorative Justice and related events.
3. Attend events and represent the Archdiocese where Victim/Survivor outreach services are needed and promoted (including National OPCY Conference, VAC Training, local Parish and School training and events).
4. Work within Archdiocese to communicate Victim Advocacy Office events, including Restorative Justice efforts at the parish and school locations.
  - a. Work with the Office of Communications and other channels to post events on website.
  - b. Develop newsletters, flyers and other communication.

2/8/19 jr



- c. Work with OPCY Communications to share information on events, resources, etc.
5. Work with partners outside of the Archdiocese as directed to build partnerships to support child protection activities and events.
  - a. Work with existing, and develop new, partnerships to develop, promote and enhance child protection initiatives and outreach.
  - b. Coordinate events with partners to promote child safety in parish and school programs.
6. Coordinate activities Archdiocesan-wide for National Child Abuse Awareness Month
  - a. Work with parish and school Safe Environment Coordinators to plan and promote events.
7. Offer recommendations to the Director when there are vacancies on the Ministerial Review Board.
8. Work with each Archdiocesan individual department to evaluate Victim/Survivor impact in terms of communications, programming and other relevant areas.
  - a. Serve on the OPCY Advisory Committee.
  - b. Participate in meetings, committees and events as requested to represent the Victim Advocacy Office.

**Job Requirements (Knowledge, Skills and Abilities):**

1. Required Knowledge, Skills and Abilities
  - a. Excellent oral and written communication skills
  - b. The ability to communicate in difficult, diverse and emotionally charged situations
  - c. Excellent organizational skills and the ability to multi-task multiple projects
  - d. Ability to problem solve and troubleshoot in a variety of situations
  - e. Experience prioritizing workloads
  - f. Proven ability to work in collaboration with team members and to partner with a wide range of stakeholders
  - g. Strong work ethic
  - h. Attention to detail
  - i. Thorough knowledge of the Catholic faith
2. Other requirements
  - a. Must possess a valid driver's license and have a vehicle for transportation.

**Job Qualifications: (Education and Experience):**

3. Education
  - a. Required: B.A. in Business Administration, Education, related field or comparable training and education background
4. Experience

- a. Experience in the victim services field. Experience providing direct services to diverse populations. Knowledge of the Restorative Justice process, the Catholic Church and the ability to function and succeed in difficult situations.

**Physical Requirements:**

Some work outside of business hours required. Ability to travel within diocese as required, some outstate travel possible.

Physical ability to perform the essential functions of the position.

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I have reviewed this job description and agree that it is an accurate representation of the essential functions of my position. I understand that as the organization's needs change, my job description may change as well.

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Name

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Date

Archbishop Hebda's statement, May 23, 2019:

The Archdiocese of Saint Paul and Minneapolis is happy to announce that Paula Kaempffer has been hired to serve as the newly established Outreach Coordinator for Restorative Justice & Abuse Prevention.

This position in the Archdiocesan office of Ministerial Standards was created through a partnership with many individuals in our community who are supportive of the work being done to better serve victim/survivors, and their healing in our Church. Victim/survivors, their families, friends and supporters, along with 60 Archdiocesan Priests, have personally contributed funding to help establish this position and make this work a priority as we move forward.

Paula Kaempffer has been involved in Catholic Church ministry for over 40 years. She holds a B.S. in Elementary Education and an M.A. in Religious Education from St. Joseph's Seminary in New York. Throughout her career in faith formation in a variety of parishes in various states, she has encountered many in our church who have been sexually abused in their childhood and adulthood by priests and religious sisters and brothers. She herself is a survivor of clergy sexual abuse. This has certainly given her an empathy and compassion when listening and ministering to victim/survivors. She has a passion for restorative justice and has held programs dealing with the crisis in parishes around the Twin Cities. She has felt called to this work for several years and is excited about this new direction in her ministry to others. Paula comes from New York City but she says her heart has always been Minnesotan. She and her husband live north of the Twin Cities and their daughter lives in Seattle.



**Lay Advisory Board  
LAB**

**Regional Meeting**

Office of Parish and Clergy Services

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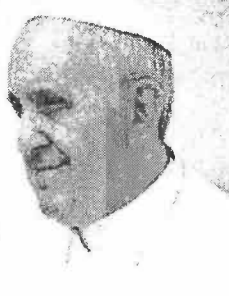
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**Introduction**



*Meaning of a "missionary option" that is, a missionary impulse capable of transforming everything, so that the Church's customs, ways of doing things, times and schedules, language and structures can be suitably channeled for the evangelization of today's world rather than for her self-preservation.*

- Pope Francis in *Evangelii Gaudium*

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**Vatican II**

The laity are gathered together in the People of God and make up the Body of Christ under one head.

Thus every lay person, in virtue of the very gifts bestowed upon him, is at the same time a witness and a living instrument of the mission of the Church itself "according to the measure of Christ's bestowal."

Besides this apostolate which certainly pertains to all Christians, the laity can also be called in various ways to a more direct form of cooperation in the apostolate of the Hierarchy.

Dogmatic Constitution on the Church of the Second Vatican Council #33  
Promulgated by Pope Paul VI  
November 21, 1964

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**Vatican II**

Let the spiritual shepherds recognize and promote the dignity as well as the responsibility of the laity in the Church. Let them willingly employ their prudent advice. Let them confidently assign duties to them in the service of the Church, allowing them freedom and room for action. Further, let them encourage lay people so that they may undertake tasks on their own initiative.

A great many wonderful things are to be hoped for from this familiar dialogue between the laity and their spiritual leaders.

In this way, the whole Church, strengthened by each one of its members, may more effectively fulfill its mission for the life of the world

Dogmatic Constitution on the Church of the Second Vatican Council #37  
Promulgated by Pope Paul VI  
November 21, 1964

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**Purpose**

In the absence of an Archdiocesan Pastoral Council, LAB would be a vehicle for soliciting ideas and input from laity concerning initiatives for leading the Archdiocese forward to a renewed sense of mission.

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**Principles**

The LAB is an *ad hoc* Board established by Archbishop Hebda intended to be a **consultative** body representing a cross-section of our local church to discern, proclaim, and make visible the presence and action of the spirit within the community.

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**Parish Representative**

- Each Parish Pastoral Council selects a parish representative for their deanery.
- Parish representatives select a deanery representative and alternate to the LAB.
- Additional members could be appointed by the Archbishop as he deems necessary.

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**Size, Structure and Terms**

- At least 15 members to represent each of the current 15 deaneries.
- Will need to elect a Chair, Vice Chair, and Secretary.
- Will serve two year term unless your term on Parish Pastoral Council ends. If your term ends, then your Parish Pastoral Council will need to select a replacement.
- For parishes without a Parish Pastoral Council, after one is formed, the members of the Parish Pastoral Council can select a member to add to their local deanery.

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**Roles and Responsibilities**

- The LAB will meet quarterly with Archbishop Hebda.
- In between LAB meetings, the deanery representative would convoke the parish representatives to both seek feedback and to communicate the discussion that had taken place at LAB.
- Each deanery representative will serve as conduits for communication with their Parish Pastoral Council, with the people of their parish, all in ways to invite further participation and collaboration.

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**Deanery Representative Responsibilities**

- Attend meetings.
- Stay informed.
- Advise and serve the needs of the Archdiocese over individual needs.
- Offer feedback.
- Convene and communicate with parish representatives.
- Communicate with your own parish.
- Support initiatives as you are able.

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**Deanery Meetings**

- Quarterly meetings of parish representatives would be a minimum.
- Meetings need to be directed towards communicating, discussion, and seeking feedback.
- Meetings may also invite participation in specific initiatives.

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**Deanery Meeting Musts**

- Be planned, productive, engaging, focused
- Not to be called or conducted without the knowledge or approval of the deanery representative
- Have an agenda created ahead of time
- Have recorded minutes
- Include prayer
- Maintain appropriate confidentiality.

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**Final Thoughts**

*"The bishop must always foster the missionary communion in his diocesan church, following the ideal of the first Christian communities, in which the believers were of one heart and one soul. To do so, he will sometimes go before his people, pointing the way and keeping their hope vibrant. At other times, he will simply be in their midst with his unassuming and merciful presence. At yet other times, he will have to walk after them, helping those who lag behind and – above all – allowing the flock to strike out on new paths. In his mission of fostering a dynamic, open and missionary communion, he will have to encourage and develop the means of participation proposed in the Code of Canon Law, (34) and other forms of pastoral dialogue, out of a desire to listen to everyone and not simply to those who would tell him what he would like to hear. Yet the principle aim of these participatory processes should not be ecclesiastical organization but rather the missionary aspiration of reaching everyone."*

- Pope Francis in *Evangelii Gaudium* #31

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**Tonight's Tasks**

- Meet by deanery.
- Meet your neighbor.
- Initial reactions.
- Choose a LAB representative and alternate.
- Share name of deanery representative and alternate and contact information for both before leaving.

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**First LAB Meeting**

**MARK YOUR CALENDARS!**

**Wednesday, March 27, 2019**

**7:00pm – 8:30pm**

at

Archdiocesan Catholic Center  
777 Forest Street  
Saint Paul, MN 55106

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### CONTACT US! Office of Parish and Clergy Services Team



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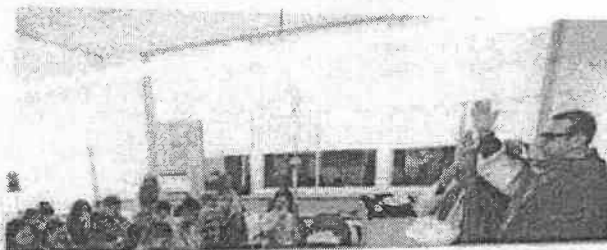
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# Local pilgrims joining Pope Francis at World Youth Day in Panama

By Matthew Davis  
The Catholic Spirit

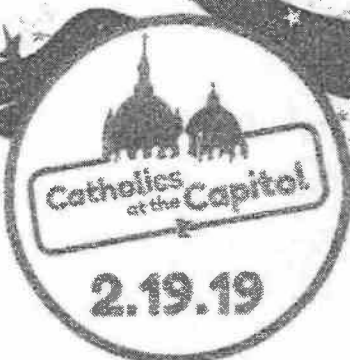
World Youth Day in January works well for University of St. Thomas students Katie Duncan and Leo Kaardal.

Neither St. Thomas senior took classes this month, and they've joined 26 other pilgrims, including Auxiliary Bishop Andrew Cozzens, in a group from the Archdiocese of St. Paul and Minneapolis in Panama City, Panama.



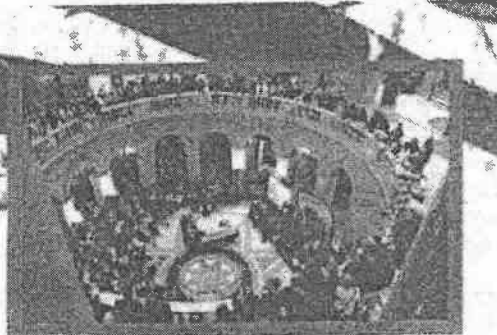
with," said Sinchi, who is taking time off from her job to attend. "It's just an amazing way to grow in faith with others [and] others' experiences and how they came to be Catholics and why they are Catholics, especially with the [clergy sex abuse] crisis going on right now."

Archdiocesan group chaperone and Visitation School religion teacher, [Name obscured]




**Catholics at the Capitol**  
**2.19.19**


**St. Paul, MN  
RiverCentre &  
the State Capitol**



**Join Catholics from across Minnesota for a day of education and advocacy, connecting our faith and our citizenship!**



**PROMISE TO PROTECT**



**PLEDGE TO HEAL**

*If you suspect abuse of a minor, your first call should be to law enforcement.*

*You are also encouraged to contact the archdiocese's Victim Assistance Program at (651) 291-4475.*

*For confidential, compassionate assistance from an independent and professional local care provider, 24 hours a day, 7 days a week, contact Canvas Health at (651) 291-4497.*

**Exhibit J**

# New ACCW leader looks ahead

By Matthew Davis  
The Catholic Spirit

As a middle-schooler, Betty Berge washed dishes for her mother's Council of Catholic Women card parties in the basement of then-St. Lawrence Catholic School in Faribault.

"I've been involved pretty much all my life," said Berge, 72, about CCW. "I love to serve. I also enjoy bonding with the women."

Berge's lifelong service with CCW has grown into her new role as president of the Archdiocesan Council of Catholic Women in the Archdiocese of St. Paul and Minneapolis. The ACCW works with CCW groups



BETTY BERGE

province board of St. Paul and Minneapolis, which serves diocesan-level CCW councils in Minnesota, North Dakota and South Dakota.

"It's been an organization that's dear to my heart," said Berge, a member of Divine Mercy, a parish that formed in 2002 with the merger of Faribault parishes Immaculate Conception and Sacred Heart-St. Lawrence.

Outgoing president Debbie Keller said Berge's many gifts include an ability to engage Latino Catholics. Keller, a parishioner of St. Pius X in White Bear Lake, said she hopes Berge can help increase ACCW's cultural diversity.

Berge said that at Divine Mercy, active CCW members collaborate with the Latino community to hold events such as a soup supper that drew 150 people April 15.

Berge said she doesn't speak

# FOUR WOMEN TO RECEIVE COUNCIL AWARDS

Four women will receive Laywoman Volunteer Awards for involvement in their respective Council of Catholic Women groups, parishes and communities. The Archdiocesan Council of Catholic Women will recognize the winners at its May 3-4 convention at St. John Neumann in Eagan.

## Barb Emster • St. Charles Borromeo, St. Anthony

Barb Emster, 57, volunteers at St. Charles, in the archdiocese and in the broader community, helping plan events and facilitate programs that evangelize and build the Church. An extraordinary minister of holy Communion, she has served as president of St. Charles CCW, president of the parish preschool religion program, co-chaired the parish festival and assisted with several parish capital campaigns. Emster volunteers with the World Apostolate of Fatima and is president of the board of trustees for its archdiocesan division. In 1996, Emster helped launch Minneapolis-based The Catholic Servant newspaper. She assisted with communication efforts at the Curatio Apostolate of Catholic Health Care Professionals in St. Anthony, which provides spiritual and educational support. She helps coordinate events for the independent Catholic Charismatic Renewal Office in Minneapolis. She and her husband have three children.



## Bonnie Polich • St. Ignatius, Annandale

The parish secretary at St. Ignatius for over 27 years, Bonnie Polich has been volunteering at her parish since 1973. She first volunteered with youth faith formation and trained altar servers. Noting a need in the parish, she and her family created a pulley system for raising altar banners in the sanctuary. Polich has served as chairwoman of various parish committees and as president of St. Ignatius CCW and the northwest deanery. She helped increase St. Ignatius' participation in the ACCW Appalachia Papal Footprints Shoe Box Mission, which sends shoe boxes full of gifts to the poor in Kentucky. She volunteers with the Christ Child Luncheon, which raises funds for pro-life organizations. She and her husband have three children.



St. Thomas the Apostle Catholic Church  
Corcoran, MN

## Notice of Request for Proposal

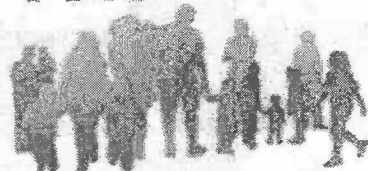
St. Thomas the Apostle, a parish established in 1896, is seeking information from perspective architectural firms and design/building contractors to provide comprehensive facility planning and architectural services for our current site of approximately 20 acres in Corcoran, MN with the parish's intent of building a new church. Companies interested in being considered for the project should request a copy of the RFP from:

Brook Sullivan, Parish Administrator • 763-479-0535 • bsullivan@saintsppa.org

RFP submissions will be due in July with final vendor selection targeted for September.

Your Church. Your stories. Your newspaper.  
THE CATHOLIC SPIRIT

# PROMISE TO PROTECT



# PLEDGE TO HEAL

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