

2019 CHILD PROTECTION REPORTS
May 6, 2020

To: All Interested Parties

From: The Archdiocese of Baltimore Independent Review Board and
The Archdiocese of Baltimore, Office of Child and Youth Protection

Attached are the 2019 Annual Child Protection Reports of the Archdiocese of Baltimore Independent Review Board (IRB) and of the Archdiocese of Baltimore, Office of Child and Youth Protection (OCYP). The reports summarize the efforts of the IRB and the OCYP during reporting year 2019 (July 1, 2018 to June 30, 2019). The IRB was established in 1993 as a group of independent, interfaith, diverse, and primarily lay leaders to review actions taken by the Archdiocese in connection with allegations of child sexual abuse and provide counsel to the Archdiocese relating to its actions and policies for protecting children. The creation of the IRB was the direct result of the Archdiocese's own efforts to address the disturbing legacy of child sexual abuse, and to ensure the ongoing monitoring of decisions and initiatives designed to deal decisively with the scourge of child sexual abuse. The Office of Child and Youth Protection, established in 2002 in accordance with the United States Conference of Catholic Bishops' (USCCB) Charter for the Protection of Children and Youth, is the office within the Archdiocese of Baltimore charged with implementing and coordinating efforts aimed at protecting children through screening and education and at providing pastoral outreach to victim-survivors of child sexual abuse. The OCYP continues to value the oversight, insight, and recommendations of the IRB.

These are the third annual Child Protection Reports. The 2017 and 2018 reports covered similar material to what is contained in these 2019 Annual Reports. In the preamble to his Apostolic Letter issued *motu proprio*, *Vos estis lux mundi*, Pope Francis states: "The crimes of sexual abuse offend Our Lord, cause physical, psychological and spiritual damage to the victims and harm the community of the faithful. In order that these phenomena, in all their forms, never happen again, a continuous and profound conversion of hearts is needed, attested by concrete and effective actions that involve everyone in the Church." We endorse this call for conversion, action, and involvement; and we see the Independent Review Board as an example of the action and involvement that is critical to the work of protecting children.

We hope these reports reflect the transparency that is required for our efforts to be effective, and also that they are helpful in educating everyone about some of the ways we protect the children entrusted to our care.

The Archdiocese of Baltimore Independent Review Board:

Hon. Joseph F. Murphy, Chair	Rev. Msgr. Robert J. Jaskot
Frederick H. Bealefeld, III	Sr. Patricia McCarron, S.S.N.D., Ph.D.
Beverly A. Cooper	Mary Page Michel
Michael R. Enright	Dr. Jay Perman, M.D.
Hon. Ellen M. Heller	Iona Rudisill, L.M.S.W.

The Archdiocese of Baltimore, Office of Child and Youth Protection

Most Rev. William E. Lori, Archbishop of Baltimore
Most Rev. Adam J. Parker, Vicar General
Jerri Burkhardt, Director

**THE ARCHDIOCESE OF BALTIMORE
OFFICE OF CHILD AND YOUTH PROTECTION
2019 ANNUAL CHILD PROTECTION REPORT**

The Archdiocese of Baltimore is committed to providing safe and healthy environments for children and youth, to promoting the healing of victims of child sexual abuse, and to restoring and maintaining the trust of the faithful. These commitments are expressed in the Archdiocese of Baltimore's child and youth protection policies. These policies have been in place since the 1980s, and have been evaluated, strengthened, and disseminated broadly through the years. In 1993, the Archdiocese published written child protection policies and established an Independent Review Board. In 2002, the United States Conference of Catholic Bishops (USCCB) promulgated the Charter for the Protection of Children and Young People and Essential Norms which established a comprehensive set of procedures for addressing allegations of sexual abuse of minors by Catholic priests and deacons in every Catholic diocese in the United States. When the Charter and Norms were promulgated, the Archdiocese added to its existing child protection policies the implementation of mandatory screening and training of employees and volunteers, as well as mandatory safe environment education for children. The Archdiocese has updated its child protection policies periodically, including most recently in November 1, 2018, after input from the Independent Review Board and others. These policies, along with other important child protection information, can be found at www.archbalt.org.

Accountability is an essential component in restoring and maintaining the trust of the faithful. To that end, the Archdiocese of Baltimore (along with its parishes and schools) submits to annual audits conducted by outside auditors selected by the USCCB to ensure compliance with the Charter. The outside auditors are changed periodically. Stone Bridge Business Partners conducted the most recent audit. The Archdiocese of Baltimore has been found to be in full compliance with the Charter every year, including for the Reporting Year 2019 covered by this report, namely July 1, 2018 through June 30, 2019.

In order to promote accountability and compliance with the USCCB Charter as well as with Archdiocesan policy, the Office of Child and Youth Protection reports to the Independent Review Board at regularly scheduled meetings throughout the year. In addition to these regular meetings, the Archbishop has directed the Office of Child and Youth Protection to create an annual report and requested that the draft report be shared with the Independent Review Board for its review. This document is the annual report for Reporting Year 2019, which primarily covers the information contained in the annual audit conducted by the USCCB for that time period regarding the Archdiocese's compliance with the USCCB Charter. The numbers for clergy, religious, employees and volunteers reflect those who are eligible to work with children at the end of the reporting year based on the Archdiocese's training and screening policies.

EDUCATION

The Archdiocese of Baltimore's mandatory safe environment training program (available online at www.virtusonline.org) educates Church personnel on preventing, recognizing, and reporting child abuse and neglect. All clergy, including bishops, all employees, and all volunteers having substantial contact with children at any covered entity of the Archdiocese of Baltimore are required to receive this training. Clergy and employees must renew their training annually; volunteers having substantial contact with children renew their training every 5 years.

- As of the end of Reporting Year 2019: 38,469 adults had received safe environment training.

The required training is provided primarily online. To supplement the online education, the Archdiocese of Baltimore's Office of Child and Youth Protection also conducts in-person training for personnel in parishes and schools, as well as for some youth-serving organizations that are not part of the Archdiocese. In Reporting Year 2019, supplemental live training was conducted for employees of the Catholic Center; all new teachers and principals in the Archdiocese of Baltimore; deacon candidates; and seminarians beginning in-parish assignments. Additional in-person training was also conducted for the staffs of two parishes; the faculties and staffs of four Archdiocesan schools; and the faculty and staff of one independent Catholic school.

Family Life Catechesis, which includes safe environment education, is required for children in grades K-12 in Archdiocesan schools and parish religious education programs. The Department of Evangelization for the Archdiocese of Baltimore assists schools and parishes in reviewing materials pertinent to safe environment education and child abuse prevention education. The resources are made available to parents and primary caregivers as well.

- In the Reporting Year 2019: 36,581 children and youth received safe environment education.

SCREENING OF APPLICANTS

The Archdiocese of Baltimore is committed to healthy ministry and seeks to engage competent, qualified people. To protect children and youth, Church personnel are screened for their fitness to work with minors. This process requires obtaining references for all employees and for volunteers who work with children, and also the completion of criminal history screening for clergy, employees, and volunteers who have substantial contact with children.

- As of the end of Reporting Year 2019: 6,038 clergy, religious, and employees had been cleared to work with children after submitting to a criminal history screening.
- As of the end of Reporting Year 2019: 32,431 volunteers had been cleared to work with children after submitting to a criminal history screening.

REPORTING OF ALLEGATIONS

The Archdiocese of Baltimore strictly complies with Maryland laws requiring the reporting of suspected child abuse to civil authorities. Under Maryland law, any person who has reason to believe a child has been subjected to abuse must report the suspected abuse to civil authorities, even if the victim is now an adult and even if the alleged perpetrator is deceased. If someone associated with the Church including clergy, employees, or volunteers in the Archdiocese of Baltimore, is suspected of committing abuse, Archdiocesan policy requires that the suspected abuse also be reported to the Archdiocese of Baltimore's Office of Child and Youth Protection at 410-547-5348 or to the Archdiocese of Baltimore's Victims' Assistance Line at 866-417-7469. The Archdiocese makes reports to the local office of Child Protective Services, the local office of the State's Attorney, local police, and the Maryland Attorney General.

Allegations of child sexual abuse are reported to law enforcement by the Archdiocese regardless of credibility. Allegations of child sexual abuse against Church personnel are also reported to the Independent Review Board by the Archdiocese regardless of credibility. Anyone credibly accused of child sexual abuse, as determined by the Archdiocese and the Independent Review Board, regardless of whether the person has been convicted of a crime, is permanently excluded from ministry, employment, and volunteer service in the Archdiocese of Baltimore.

- In Reporting Year 2019: The Archdiocese received two allegations of child sexual abuse involving priests then in ministry, and in both cases the allegations of child sexual were found to be not credible after investigation and after review by the Independent Review Board. The Archdiocese also received allegations of child sexual abuse against 26 other priests and one brother, which involved alleged incidents from many years ago, deceased priests, priests previously removed from ministry, and/or clergy who were not identified by the reporter. Some allegations were reports from third-parties (i.e. not the alleged victim). All allegations were reported to law enforcement and the Archdiocese cooperated with civil authorities.

- In Reporting Year 2019: One lay employee who was serving in the Archdiocese of Baltimore was accused of possible child sexual abuse and reported to civil authorities by the Archdiocese of Baltimore. That allegation was ruled out by the Department of Social Services.

OUTREACH TO VICTIM-SURVIVORS

The Archdiocese of Baltimore remains committed to promoting the healing of survivors of abuse. The current practices of the Archdiocese include the following: The Archdiocese of Baltimore reaches out to those who have been harmed by Church personnel; the Archbishop, Vicar Bishops, and other Church leaders meet with and listen to survivors of abuse; the Archdiocese recognizes the importance of not only offering support to those who are abuse survivors, but to their family members as well; and the Office of Child and Youth Protection offers survivors counseling and pastoral services with the therapist of their choice, and coordinates a financial mediation program for survivors upon their request for monetary compensation in lieu of counseling. Mediations occur with a retired, non-Catholic judge in a

non-adversarial forum where the survivor is represented by legal counsel and the Archdiocese apologizes for the abuse and offers survivors a personal meeting with the Archbishop if such a meeting would be helpful. Counseling assistance and mediated settlements are provided without regard to legal liability and regardless of how long ago the events occurred. Counseling assistance, mediated settlements, and related legal costs are paid through the Archdiocese's insurance programs.

- In Reporting Year 2019: The Archdiocese of Baltimore paid \$235,663.11 to provide counseling, therapy and other necessary medical costs for 64 survivors of child sexual abuse or their family members, nearly all of whom had reported the alleged abuse in past years.
- In Reporting Year 2019: The Archdiocese of Baltimore reached voluntary settlements with 6 survivors of child sexual abuse for a total of \$296,000.00 through its mediation program for allegations involving incidents that occurred more than 35 years ago. The Archdiocese also reached a settlement in connection with an incident of child sexual abuse by a parish volunteer occurring in 2016.

COMMUNICATIONS

In 2002, the Archdiocese of Baltimore voluntarily published a list of every priest or brother who had served in the Archdiocese and was known by the central offices of the Archdiocese to have been credibly accused during his lifetime of child sexual abuse, dating back to the 1940s. The list is updated to include the names of others credibly accused since 2002. In April 2019, after extensive collaboration with the Independent Review Board and in a spirit of increased transparency, Archbishop Lori announced the addition to the list of the names of 23 priests and brothers who were accused after their deaths if the Archdiocese received an allegation of child sexual abuse from more than one victim, if a single allegation of child sexual abuse was substantiated through external information that corroborated that sexual abuse occurred, or if the name of the priest or brother was already published elsewhere in connection with an allegation of child sexual abuse. The 23 names added to the list had already been reported to law enforcement. The updated list is available on the Archdiocese of Baltimore's website, <https://www.archbalt.org/child-and-youth-protection/priests-accused-ofabuse/>.

The Archdiocese's website also includes the Archdiocesan Statement of Policy for the Protection of Children and Youth in the Archdiocese of Baltimore, its Code of Conduct for Church Personnel of the Archdiocese of Baltimore, and other relevant child protection documents, <https://www.archbalt.org/child-and-youth-protection/>. Contact information for reporting allegations of suspected child abuse to civil authorities and to the Archdiocese of Baltimore's Office of Child and Youth Protection is also included on the Archdiocese's website.

The Archdiocese of Baltimore's Office of Child and Youth Protection communicates policies during in-person presentations to new principals, teachers, catechetical leaders and youth ministers. The Office of Child and Youth Protection also provides in-person training to faculty and staff at Archdiocesan parishes and schools as discussed more fully above.

COMPLIANCE

Since 2003, Archdiocesan policy has designated the pastor at each parish and the principal at each Archdiocesan school as the “Responsible Administrator,” responsible for ensuring that all individuals serving in the parish or school are in compliance with the requirements of the Archdiocese of Baltimore’s Child and Youth Protection Policies and Procedures, and ensuring that all required documentation is maintained.

Since 2003, Archdiocesan policy has required that each Responsible Administrator designate at least one Screening Coordinator to assist in ensuring that the parish or school is in full compliance with the requirements of the Archdiocese of Baltimore’s Child and Youth Protection Policies and Procedures. The Screening Coordinator is required to maintain compliance records for the parish or school so that it can be verified that only those who have been screened and trained may work or volunteer with children. Failure to comply with and support the Archdiocese’s child protection policies results in discipline up to and including termination.

- In Reporting Year 2019: All new Screening Coordinators (3) were provided individual training sessions on the Archdiocese’s screening and education requirements.

On-site visits of parishes and Archdiocesan schools, including unannounced audits, by outside auditors and by Archdiocesan staff are conducted to make sure that parishes and Archdiocesan schools comply with the Archdiocese of Baltimore’s Child and Youth Protection policies and procedures.

As stated previously, for Reporting Year 2019, the Archdiocese of Baltimore was again found by an outside auditor retained by the USCCB to be in compliance with the Charter for the Protection of Children and Young People. The Archdiocese has been found in compliance every year since the audits were initiated.

OTHER FINANCIAL RESOURCES DEDICATED TO CHILD PROTECTION EFFORTS

- In Reporting Year 2019: The Archdiocese of Baltimore paid \$582,586.00 for its centralized child protection efforts, including salaries and expenses, training programs, and background checks that serve the Archdiocese’s parishes, schools, clergy, employees, and volunteers. Salaries, expenses, and training programs of the Archdiocese’s Office of Child and Youth Protection are part of the central budget of the Archdiocese of Baltimore supported by the Cathedraticum paid by Archdiocesan parishes. Background checks are paid through the Archdiocese’s insurance program.

SUBMITTED TO THE INDEPENDENT REVIEW BOARD ON APRIL 21, 2020 BY THE ARCHDIOCESE OF BALTIMORE OFFICE OF CHILD AND YOUTH PROTECTION

**THE INDEPENDENT REVIEW BOARD
OF THE ARCHDIOCESE OF BALTIMORE
2019 ANNUAL CHILD PROTECTION REPORT**

The Archdiocese of Baltimore established the Independent Review Board (IRB) in 1993 to review reports of child sexual abuse by church personnel and all actions taken by the Archdiocese to ensure the integrity of the Archdiocesan process for responding to reports of child sexual abuse. The Independent Review Board advises the Archbishop of Baltimore in his assessment of allegations of child sexual abuse and in his determination of a clergy member's suitability for ministry, and generally serves as a confidential consultative body to the Archbishop of Baltimore. The Board's role is described more fully in the policies of the Archdiocese (https://www.archbalt.org/wp-content/uploads/2018/11/aobDOCS-639208-v3RCA_Stmnt_Policy_2018_Revisions.pdf , at section 11) as well as in the USCCB Charter for the Protection of Children and Young People and Essential Norms (<http://www.usccb.org/issuesand-action/child-and-youth-protection/upload/Charter-for-the-Protection-of-Children-and-Young-People-2018-final.pdf>, at Norms 4 and 5).

The IRB is a group of independent, interfaith, diverse leaders, and serves to review actions taken by the Archdiocese in connection with allegations of child sexual abuse and provide counsel to the Archdiocese relating to its actions and policies for protecting children. We are proud of our diversity and feel it provides wisdom and perspective to the Archdiocese as it responds to these important issues. Our 10 members are diverse in religion (5 Catholics and 5 non-Catholics), in gender (5 women and 5 men), in race (2 African-Americans); in religious state of life (8 lay professionals, 1 religious sister, and 1 archdiocesan priest who is a pastor); in professional backgrounds (including members with experience as a social worker, police officer, judge, prosecutor, teacher, head of school, parish priest, medical doctor, educator, and government official); and other life perspectives (including individuals without children and parents of various-aged children who are going to or have gone to public, private, and Catholic schools).

Ever mindful of the importance of transparency, the Archdiocese of Baltimore Independent Review Board (IRB) has undertaken to issue a 2019 Annual Child Protection Report of its activities during this reporting period (July 1, 2018 to June 30, 2019) so that the public might know of our continuing, vigilant work to ensure the safety of children within the Archdiocese of Baltimore.

Meetings of the IRB are generally scheduled quarterly and last approximately 2-3 hours each. During the 2019 Reporting Year (July 1, 2018 to June 30, 2019), the IRB met six times (in August, September, and December of 2018 and in February, April, and June of 2019).

During Reporting Year 2019, the IRB provided guidance and advice on numerous policy issues for the Archdiocese. First, the IRB developed and implemented a "first-in-the-nation" Bishop Reporting Initiative which made a third-party reporting system available for accusations against bishops of the Archdiocese of Baltimore that would go directly to two members of the IRB. Second, the IRB assisted the Archdiocese in developing a more transparent policy regarding

public disclosure of accused priests. Previously, the Archdiocese did not name priests or brothers who were accused of child abuse for the first time after their deaths, though the Archdiocese did previously report them to law enforcement. On the advice of the IRB, which reviewed dozens of individual cases involving deceased clergy and discussed various policy alternatives, the Archdiocese implemented a new policy of naming priests and brothers who were accused after their death if the Archdiocese received an allegation of child sexual abuse from more than one victim, if a single allegation of child sexual abuse was substantiated through external information that corroborated that sexual abuse occurred, or if the name of the priest or brother was already published elsewhere in connection with an allegation of child sexual abuse. Third, the IRB discussed updates to the Archdiocese’s Statement of Policy for the Protection of Children and Youth, including increased screening and training requirements and the explicit addition of bishops among those who are governed by the Archdiocese’s child protection policies. More generally, the IRB heard reports from and provided advice to Archbishop Lori and Archdiocesan staff regarding the Pennsylvania Grand Jury report, training and screening, the Archdiocese’s ongoing cooperation with Maryland law enforcement, communications by the Archdiocese, and the Pope’s new global document on abuse reporting and accountability called *Vos estis lux mundi*.

Over the course of the six meetings held in Reporting Year 2019, the IRB reviewed 39 individual matters, including reports involving 32 priests, deacons or brothers, and 7 lay employees or volunteers. Many of the matters discussed involved incidents alleged to have occurred decades ago, incidents involving long-deceased clergy, or incidents with little or no connection to the Archdiocese. The board discussed 31 matters involving individuals presented for the first time and 8 matters that were updates on individuals previously presented to the board. The IRB was informed that all allegations of abuse were reported to law enforcement and all victims were offered counseling assistance. Representative individual matters that were considered by the IRB include matters involving a newly accused former priest who left the priesthood in the 1990s (the allegation was reported to civil authorities, the victim offered assistance, and the priest was publicly identified by the Archdiocese); lay personnel who were accused of abuse within their own families; numerous unknown priests from outside the Archdiocese; and numerous priests who died before the Archdiocese received an allegation against them--in connection with the public disclosure policies discussed above. Some matters did not involve allegations of child sexual abuse but rather concerns about boundaries or compliance with Archdiocesan policies. Archbishop Lori personally attended the meetings and minutes of the IRB’s discussions were kept and approved by the IRB at its next meeting. When appropriate, at the discretion of the board, the IRB also meets in “executive session” without the presence of the Archbishop or Archdiocesan staff.

During Reporting Year 2019, the IRB also welcomed one new member: Dr. Jay Perman, a medical doctor (pediatrician) currently serving as Chancellor of the University System of Maryland.

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INDEPENDENT REVIEW BOARD MEMBERS:

Hon. Joseph F. Murphy, Chair

--Retired Judge of the Maryland Court of Appeals, former Chief Judge of the Maryland Court of Special Appeals and former Deputy State's Attorney for Baltimore City

Frederick H. Bealefeld, III

--Former Police Commissioner of Baltimore City

Beverly A. Cooper

--Vice President, The Reginald F. Lewis Foundation, Inc.

Michael R. Enright

--Managing Director, Beowulf Energy

Hon. Ellen M. Heller

--Retired Judge of the Circuit Court for Baltimore City and former Administrative Judge of the Court

Rev. Msgr. Robert J. Jaskot

--Pastor, St. Mary-St. Francis-Holy Family Catholic Community in Frederick County

Sr. Patricia McCarron, S.S.N.D., Ph.D.

--Headmistress, Notre Dame Preparatory School

Mary Page Michel

--Community Volunteer

Dr. Jay Perman, M.D.

--Chancellor of the University System of Maryland

Iona Rudisill, L.M.S.W.

--Anti-Human Trafficking and Exploitation Program Manager, Baltimore City Child Abuse Center

Affiliations listed for identification and background purposes only.