



2020 Child Protection Reports March 2021

To: All Interested Parties

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

Re: 2020 Child Protection Reports

Attached are the 2020 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). These are the fourth annual Child Protection Reports; they summarize the efforts of the IRB and the OCYP during reporting year 2020 (July 1, 2019 to June 30, 2020). 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 accordance with the 2002 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 victims of child sexual abuse. During a period of time marked by an unprecedented global pandemic, the OCYP has continued to value the oversight and recommendations of the IRB, which has remained active and engaged in promoting healing, restoring the trust of the faithful, and maintaining the highest standards to protect the children entrusted to the care of the Church.

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 believe these reports reflect needed transparency and are a helpful tool to educate all about the ways to best protect the children entrusted to our care.

In June 2020, after 16 years of service, Hon. Ellen Heller stepped down from her position on the IRB. Judge Heller's willingness to share her wise counsel in pursuit of the values set forth in the Charter for the Protection of Children has inspired all of us who had the opportunity to work with her. Her contributions will shape a culture of protection in the Archdiocese of Baltimore for decades. Shortly after Judge Heller's departure, the board welcomed Hon. Alexander Wright, Jr. as its newest member.

The Archdiocese of Baltimore Independent Review Board:

Hon. Joseph F. Murphy, Chair

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

Frederick H. Bealefeld, III

Mary Page Michel

Beverly A. Cooper

Dr. Jay Perman, M.D.

Michael R. Enright

Iona Rudisill, L.M.S.W.

Rev. Msgr. Robert J. Jaskot

Hon. Alexander Wright, Jr.

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
2020 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. This commitment is 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 by implementing 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 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 (and 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 covered by this report, namely July 1, 2019 through June 30, 2020.

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 2020, 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.

EDUCATION

The Archdiocese of Baltimore's 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.

- Reporting Year 2020: 42,488 adults had received safe environment training as of the end of the Reporting Year.

The Archdiocese of Baltimore's Office of Child and Youth Protection also conducts some in-person training for personnel in parishes, schools, as well as youth-serving organizations outside of the Archdiocese. This training is designed to supplement the required online training. In Reporting Year 2020, this in-person supplemental training was conducted for the faculties and staffs of Archdiocesan schools and also for the faculty and staff of two independent Catholic schools. Additional live training was also conducted for new employees of the Catholic Center; all new teachers, principals and youth ministers in the Archdiocese of Baltimore; deacon candidates; and seminarians beginning pastoral assignments. Over 100 people, including pastoral staff and lay volunteers serving the Archdiocese's Hispanic community, attended in-person training conducted in Spanish.

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 Archdiocese's Department of Evangelization 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.

When the COVID-19 pandemic required a period of virtual learning, the Office of Child and Youth Protection, in collaboration with the Archdiocese's Office of Marriage and Family Life and Division of Catholic Schools, created online materials to be used by schools and parishes to support parents in imparting child abuse prevention education to children.

- In Reporting Year 2020: 36,410 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 individuals to work with children. 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.

- Reporting Year 2020: 5,978 clergy, religious, and employees had been cleared to work with children after submitting to a criminal history screening as of the end of the Reporting Year.
- Reporting Year 2020: 36,510 volunteers working with children had been cleared to work with children after submitting to a criminal history screening as of the end of the Reporting Year.

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 potential 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 staffed by a licensed social worker 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 2020, the Archdiocese received allegations of child sexual abuse against 10 priests, 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 2020: One employee serving in the Archdiocese of Baltimore was accused of possible child sexual abuse and reported to civil authorities which "ruled out" the allegation of abuse. The employee is no longer working in the Archdiocese of Baltimore.

OUTREACH TO VICTIMS

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; 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 2020: The Archdiocese of Baltimore paid \$189,273 to provide counseling, therapy and other necessary medical costs for 41 survivors of child sexual abuse or their family members.
- In Reporting Year 2020: The Archdiocese of Baltimore paid \$529,000 in settlements with survivors of child sexual abuse, including 8 voluntary settlements through its mediation program for time-barred claims where all of the incidents occurred more than 30 years ago, and 1 settlement where incidents with a lay teacher allegedly occurred in about 2005.

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 has been updated and includes the names of others credibly accused since 2002 and is accompanied by an explanation of how the list is compiled. The updated list is available on the Archdiocese of Baltimore's website, <https://www.archbalt.org/child-and-youth-protection/priests-accused-ofabuse/>. The 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.

- In Reporting Year 2020: 43 training sessions for Screening Coordinators were conducted.

On-site visits of parishes and Archdiocesan schools by outside auditors and by Archdiocesan staff are conducted regularly 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 2020, 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 2020: The Archdiocese of Baltimore paid \$597,203 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 MARCH 19, 2021 BY THE ARCHDIOCESE OF BALTIMORE OFFICE OF CHILD AND YOUTH PROTECTION AND APPROVED BY THE INDEPENDENT REVIEW BOARD EFFECTIVE MARCH 26, 2021

**INDEPENDENT REVIEW BOARD
OF THE ARCHDIOCESE OF BALTIMORE
2020 ANNUAL CHILD PROTECTION REPORT**

The Archdiocese of Baltimore established this 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. Our 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-andYoung-People-2018-final.pdf>, at Norms 4 and 5).

The IRB is a group of independent, interfaith, diverse leaders. Our diversity provides wisdom and perspective to the Archdiocese as it responds to these important issues. Our 10 members are diverse in religion (6 Catholics and 4 non-Catholics), in gender (4 women and 6 men), in race (3 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, 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 Independent Review Board (IRB) has undertaken to issue this 2020 Annual Child Protection Report describing our activities during this reporting period (July 1, 2019 to June 30, 2020) so that the public might know of our continuing, vigilant work to promote 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 2020 Reporting Year, the IRB met four times (in August, September, and November of 2019 and in January of 2020). Meetings of the IRB that were scheduled for March and May of 2020 were cancelled because of the Coronavirus pandemic.

Over the course of the four meetings held from during the 2019-2020 reporting year, the IRB reviewed 40 individual matters. The Archdiocese has committed to report to the IRB all allegations of child sexual abuse involving church personnel of the Archdiocese regardless of the age, details, or credibility of the allegation. A large number of the matters reported to the IRB in Reporting Year 2020 were initially reported to the Archdiocese of Baltimore after the publication of the Pennsylvania Grand Jury Report in late 2018. Fourteen of the matters reported to the IRB in Reporting Year 2020 involved alleged perpetrators whose names were unknown to the Archdiocese, because the perpetrators were not named by the people who reported abuse. In many of those matters, the name of the victim-survivor was also not reported to the Archdiocese. Sixteen of the matters reported in Reporting Year 2020 were updates involving individuals who had already been reported to the IRB. The IRB provided advice to the Archdiocese regarding continuation of ministry, additional reporting or pastoral outreach, additional screening or training, investigation efforts, and further communications.

The IRB also provided guidance to the Archdiocese regarding the Archdiocese's efforts to insure individuals could make reports through third-parties regarding allegations of misconduct by bishops. The Archdiocese reported on its work with the IRB in implementing the local Bishop Reporting Initiative which had begun in Reporting Year 2019. The IRB further heard reports on how the Archdiocese was implementing its duties under the national third-party reporting system for bishops which replaced the local Bishop Reporting Initiative. The IRB further discussed the format for the Archdiocese's reports to the IRB as well as the scope of matters that would be presented to the IRB.

Archbishop Lori personally attended the meetings of the IRB during the reporting year. Detailed minutes of the IRB's discussion were kept and approved by the IRB at our next meeting. When appropriate, at the discretion of the IRB, we also meet in "executive session" without the presence of the Archbishop or Archdiocesan staff.

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

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

--Chancellor of the University System of Maryland

Iona Rudisill, L.M.S.W.

--Director of Survivor Services, Araminta Foundation

Hon. Alexander Wright, Jr.

--Retired Judge of the Maryland Court of Special Appeals

**IRB Members listed are those serving at the time the 2020 Annual Child Protection Report was approved, in March 2021. Affiliations listed for identification and background purposes only.*