

April 5, 2019

To: All Interested Parties
From: The Archdiocese of Baltimore Independent Review Board and
The Archdiocese of Baltimore, Office of Child and Youth Protection
Re: 2018 Child Protection Reports

Attached are the 2018 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 2018 (July 1, 2017 to June 30, 2018). 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. The OCYP continues to value the oversight, insight, and recommendations of the IRB.

The first annual Child Protection Report covering Reporting Year 2017 was issued last year and covered similar material to what is contained in the OCYP 2018 Annual Report. For Reporting Year 2018, the IRB decided it would be appropriate for it to issue a report on its own activities. Since the first Annual Report was issued last year, Pope Francis hosted a summit of bishops from every part of the world to focus on the Church's past failure to protect children and to call for every bishop to commit to the process of rebuilding faith, credibility and trust. As the Pope has acknowledged, lay oversight is critical to the Church's ongoing reform efforts.

We hope these reports are one step forward in efforts to educate all about the ways to best 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	Iona Rudisill, L.M.S.W.
Hon. Ellen M. Heller	

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
2018 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 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 (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. StoneBridge 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, 2017 through June 30, 2018.

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 2018, 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.

- In Reporting Year 2018: **30,840 adults received safe environment training.**

The Archdiocese of Baltimore's Office of Child and Youth Protection also conducts in-person training for personnel in parishes, schools, and youth-serving organizations outside of the Archdiocese. This training is designed to supplement the required online training. In Reporting Year 2018, this in-person supplemental training was conducted for the staffs of two parishes; the faculties and staffs of six Archdiocesan schools, including specific training for the athletic departments of three Archdiocesan high schools; and the faculty and staff of one independent Catholic school. Additional live training was also conducted for employees of the Catholic Center; all new teachers in the Archdiocese of Baltimore; deacon candidates; and seminarians beginning pastoral assignments.

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 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 Reporting Year 2018: **38,917 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.

- In Reporting Year 2018: **3,868 clergy, religious, and employees working with children were cleared after submitting to a criminal history screening.**
- In Reporting Year 2018: **26,972 volunteers working with children were cleared 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 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 2018: **1 clergy member** (Fr. Luigi Esposito) **who was then-serving in the Archdiocese of Baltimore** was accused of child sexual abuse that occurred in the 1970s. In that case, all allegations were reported to civil authorities in accordance with Maryland child abuse reporting laws, and the Archdiocese cooperated with civil authorities. The accused priest was permanently removed from ministry. A public announcement was made in accordance with the Archdiocese's Statement of Policy for the Protection of Children and Youth (<https://www.archbalt.org/archdiocese-removes-priest-05-21-18/>) and a meeting was held for all adult members of the parish where the priest was serving at the time of his removal from ministry.
- In Reporting Year 2018: **10 clergy, who were either deceased or already permanently removed from priestly ministry** due to prior allegations, were accused of child sexual abuse, based on events that occurred many years earlier. In all cases, reports were made to civil authorities in accordance with Maryland child abuse reporting laws, and the Archdiocese cooperated with civil authorities.
- In Reporting Year 2018: **3 lay volunteers or employees who were then serving in the Archdiocese of Baltimore** were accused of possible child sexual abuse and reported to civil authorities. One allegation was ruled out by the Department of Social Services. Two individuals had their services terminated because of the allegation.

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 2018: **The Archdiocese of Baltimore paid \$244,233.31 to provide counseling, therapy and other necessary medical costs for 64 survivors of child sexual abuse or their family members.**
- In Reporting Year 2018: **The Archdiocese of Baltimore paid \$458,250.00 in settlements with survivors of child sexual abuse, including 7 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 the incident with a lay teacher occurred in 2017.**

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 Archdiocese indicates that the list was compiled to the best of its knowledge, is updated to include the names of others credibly accused since 2002, and is available on the Archdiocese of Baltimore's website, <https://www.archbalt.org/child-and-youth-protection/priests-accused-of-abuse/>. 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 2018: **28 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 2018, 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 2018: **The Archdiocese of Baltimore paid \$390,920.76 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 2, 2019 BY THE ARCHDIOCESE OF BALTIMORE OFFICE OF CHILD AND YOUTH PROTECTION

THE ARCHDIOCESE OF BALTIMORE INDEPENDENT REVIEW BOARD 2018 ANNUAL CHILD PROTECTION REPORT

The Archdiocese of Baltimore established this body as an 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-v3-RCA-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/issues-and-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 was established in 1993 as a group of independent, interfaith, diverse 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. We are proud of our diversity and feel it provides wisdom and perspective to the Archdiocese as it responds to these important issues. Our 9 members are diverse in religion (5 Catholics and 4 non-Catholics), in gender (5 women and 4 men), in race (2 African-Americans); in religious state of life (7 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).

Aware of troubling disclosures of child abuse cases, “cover ups” and lack of transparency in other communities, the Archdiocese of Baltimore Independent Review Board (IRB) has undertaken to issue a 2018 Annual Child Protection Report of its activities during this reporting period (July 1, 2017 to June 30, 2018) 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. The IRB met on June 20, 2017, shortly before the reporting period, but that meeting will be included in this report since there was no annual report for 2017. For the 2018 Reporting Year, meetings were scheduled for September 19, 2017; January 23, 2018; and April 9, 2018. The meetings on September 19, 2017 and April 9, 2018 were cancelled. We note that since July 1, 2018, the IRB has met six times, which meetings will be discussed more fully in the 2019 Annual Report, including an effort to support third-party whistleblower reporting of allegations against bishops and a review of the Archdiocese's child protection policies.

At its meetings on June 20, 2017 and January 23, 2018, the IRB reviewed 22 individual matters, including reports involving eleven priests and eleven lay employees or volunteers. Twelve of the matters were brought to the board for the first time and ten of the matters were updates on individuals previously presented to the board. Representative matters that were considered by the IRB include matters involving a lay volunteer who was convicted after abusing a child at a parish; an additional victim who came forward regarding a known, removed perpetrator; and a lay teacher who was terminated because of unprofessional interactions with students even though there was no allegation of sexual abuse. The IRB was informed that every allegation of child sexual abuse was reported to law enforcement and counseling assistance was offered to every victim. Archbishop Lori personally attended the meetings and detailed minutes of the IRB's discussion were kept and approved by the IRB at its next meeting.

In addition to reviewing individual matters, the IRB heard a report on an expanded statute of limitations for civil claims in Maryland involving allegations of child sexual abuse. The new law was enacted in the 2017 session of the Maryland General Assembly and extends the age to file a claim from 25 to 38 years of age. The new law also extends the time periods for filing claims against the government and includes a statute of repose such that individuals who are already past their 25th birthday will not be permitted to sue in the future. The IRB also discussed the recent Netflix series on abuse by Joseph Maskell and encouraged the Archdiocese to continue providing pastoral outreach to those impacted by child abuse. The IRB asked for and was given a report on the Archdiocese's response to the series, which included resources on the Archdiocese's website and on social media, as well as video segments from IRB members Judge Murphy and Mary Kay Finan and from Adam Rosenberg of the Baltimore Child Abuse Center.

During Reporting Year 2018, the IRB also welcomed three new members: Frederick Bealefeld, Iona Rudisill, and Sr. Patricia McCarron.

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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

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.