



DIOCESE OF
MANCHESTER

CHILD PROTECTION MEASURES

During The
Past 10 Years



Timeline of Measures



2001: The diocese began requiring all clergy, school staff, and parish employees who work regularly with minors to attend *Protecting God's Children* training, a sexual abuse awareness program. The Diocese of Manchester was a pilot diocese for this training program, which is now used throughout the United States. Since 2002, this training also has been required of all volunteers who regularly work with minors.

2002

2001: The title of the office of the person who assisted the Bishop with matters involving sexual abuse of a minor changed to Delegate for Sexual Misconduct. In 2004, the title changed to Delegate for Ministerial Conduct. The Delegate is responsible for the implementation and ongoing oversight of the *Promise to Protect, Pledge to Heal* Policy and the *Serving Christ, Serving Others* Code of Conduct. The Delegate is also responsible for reporting all cases of suspected sexual abuse of minors by Church personnel to the appropriate civil authorities.



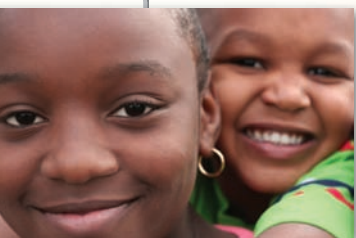
2001: Joseph P. Naff, LICSW was appointed to provide pastoral assistance and advocacy to those reporting having been sexually abused as a minor and their families. His current title is Director of the Office for Healing and Pastoral Care.

2002: The Bishop appointed a Delegate for Policy Administration to assist the Delegate for Sexual Misconduct.

2003

2002: Diocesan Review Board members were appointed and began meeting regularly. The Diocesan Review Board advises the Bishop of Manchester on matters involving the sexual abuse of minors by Church personnel.

2002: A Task Force for Sexual Misconduct Policy was appointed by Bishop McCormack to make recommendations for a new policy on the sexual abuse of minors by Church personnel.



2004: The diocese began requiring clergy and employees who work with minors to undergo background screening. All Catholic school teachers had been fingerprinted beginning in 1997. The diocese also began requiring all volunteers who work with minors to undergo background screening.

2004: The *Promise to Protect, Pledge to Heal: The Protection of Children and Young People, Policy and Procedures* and *Serving Christ, Serving Others* Code of Ministerial Conduct became effective.

2004

2004: The Safe Environment Council, consisting of lay representatives from around the state, was established to advise and assist the diocesan Office for Ministerial Conduct on child safety policies, procedures, education, and resources.

2005



2004: All pastors, principals, and camp directors were directed to appoint Safe Environment Coordinators to assist them in ensuring that the diocesan child safety policies are followed.

2004: Independent investigators were hired to assist with background screening and investigate reported instances of sexual abuse of a minor and violations of the Code of Conduct. The diocese currently uses the services of two investigators.

2005: The first annual Safe Environment Conference was held. State-wide conferences are hosted annually to provide support and training about child safety matters to all those involved in diocesan safe environment efforts.

2005-2007: In collaboration with Plymouth State University, the diocese developed and sponsored presentations of *Safe and Sound All Around*, an interactive theater presentation about personal safety for students in grades 1 through 6 and their parents.

2006: Bishop John B. McCormack approved the *Circles of Care* curriculum as the personal safety training program for children and youth in the diocese. This curriculum was developed by diocesan staff and is now in use in other dioceses throughout the United States. The lessons are taught annually to students enrolled in diocesan Catholic schools and parish religious education programs.

2006: The diocese began regularly conducting sex offender registry checks on all those working with minors.

2006: Upon the recommendation of the Diocesan Review Board, Bishop McCormack established the position of Compliance Officer (and later, Director of Safe Environment Programs) to oversee parish, school, and camp safe environment compliance. Shortly afterward, the position of Safe Environment Assistant was established. Today, the diocese has two full-time staff members and two additional part-time reviewers dedicated to ensuring that schools, parishes, and camps comply with safe environment policies and procedures. The safe environment staff members conduct on-site reviews at each parish and school at least once every four years and annually at diocesan camps.

2007: The Diocese of Manchester established an online safe environment database to track compliance with the screening and training requirements.

2007: After extensive review and input from the public and those whom the Policy affects, the updated *Promise to Protect, Pledge to Heal* Policy for the Protection of Children and Young People and *Serving Christ, Serving Others* Code of Ministerial Conduct became effective. The Policy and Code were once again updated in 2011.

2007 & 2008: *Renewing Our Promise* Refresher Training Bulletins were distributed to all those working with minors in the Diocese of Manchester to remind them about what they learned at their initial training

2008: *Netsmartz* lessons (developed by the National Center for Missing and Exploited Children and the Boys & Girls Clubs of America to teach children and youth how to stay safer on the internet) became an option for students in grades 7-12 as an alternative to *Circles of Care*.

2010: Additional *Netsmartz* lessons were approved for use with students in grades 1-6.

2011: *Not on My Watch* online child abuse awareness training became available. This training provides an online alternative to live *Protecting God's Children* workshops and is being used both as an initial training as well as a refresher course for those whose initial training occurred prior to 2009.

2012: To date, more than 28,500 adults have been trained to recognize and report suspected abuse.

2012: To date, more than 23,000 adults have completed background screening, including all priests, deacons, and seminarians who minister in the Diocese of Manchester.

2012: Every year, more than 22,000 children and teens are taught personal safety lessons.

2006

2007



2008

2009



2010

2011



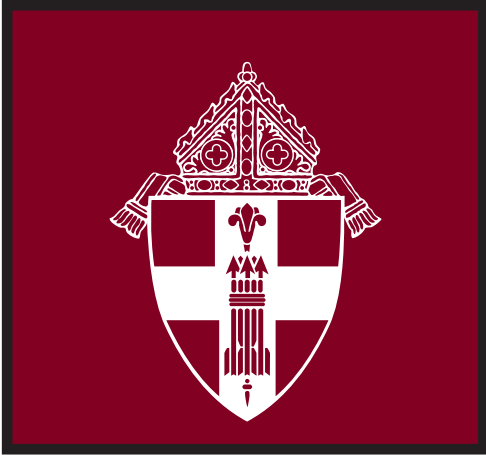
2012

Our Clergy

Currently there are 201 priests and 48 permanent deacons serving in the Diocese of Manchester. All priests and deacons have completed child abuse awareness training and are required to complete refresher training at least once every three years. All have undergone background checks. Non-diocesan clergy who assist in our parishes, schools, and institutions are held to the same standards and also must present evidence that they are in good standing in their sending diocese or community. No priest or deacon who has admitted or been found to have sexually abused a minor may serve in the Diocese of Manchester in any capacity.

Researchers who have studied the past sexual abuse of minors by priests* have recommended that dioceses include human formation programs in their seminarian training programs. The purpose of human formation programs is to ensure that priests are healthy, well-rounded men of God who have the capacity to relate to their fellow human beings in a positive and appropriate manner. The Diocese of Manchester complies with that recommendation in that our seminarians participate in a four year theological preparation program that includes a human formation component as well as annual psychological testing.

**The Causes and Context of Sexual Abuse of Minors by Catholic Priests in the United States, 1950-2010, John Jay College Research Team.*



What happened to priests who were accused of sexually abusing a minor?

A total of 77 priests of the Diocese of Manchester have been accused covering the period 1945 - 2011.

- 26 were deceased before any allegations were made
- 3 were laicized at their own request before any allegations were made
- 2 abandoned ministry in the church before any allegations were made
- 12 died before any formal disciplinary action was initiated
- 3 were formally dismissed from the priesthood as a result of allegations
- 4 admitted to the allegations and were laicized at their own request
- 3 cases are still in some phase of formal church disciplinary process
- 2 died before the formal disciplinary process was completed
- 17 were disciplined by permanent removal from ministry as a result of allegations

- 5 were restored to ministry following an investigation and on the recommendation of the Diocesan Review Board

All allegations received by the Diocese, whether or not they have a semblance of truth, are promptly reported to the Attorney General's office.



Working Together

It takes many people working together to create and maintain a strong safe environment program. At any given time, there are more than 9,500 employees and volunteers working with minors in our parishes, schools, and camps. In addition to our pastors, principals, and camp directors, the following people are instrumental in working to ensure the safety of children and youth in our diocese:



- 126** Safe Environment Coordinators
- 12** Safe Environment Council representatives
- 7** Diocesan Review Board members
- 10** *Protecting God's Children* trainers
- 2** trained investigators

In the Catholic Church in the United States...

- ✓ 2.1 million+ adults have completed child abuse awareness training
- ✓ 5.2 million+ children have been trained
- ✓ 2 million+ volunteers and employees have been trained
- ✓ 58,000+ priests, deacons and seminarians have been trained

Office for Healing and Pastoral Care

The Office for Healing and Pastoral Care provides pastoral outreach, support, advocacy, and resources to those who have been affected by the sexual abuse of a minor by a priest, deacon, or others who minister, work, or volunteer for the Church. Services and assistance are provided in an accepting, caring and compassionate manner, and with the utmost respect for privacy.

Over the past ten years, the Office for Healing and Pastoral Care has often been the first responder to an individual or a family member making a report of past childhood sexual abuse. During that time, we have learned that it takes great courage for a victim/survivor to come forward with his or her disclosure. After many years of silence and hiding feelings of shame, embarrassment and guilt, we have witnessed the relief of these individuals' unburdening as they experience the validation of being heard and believed. Additionally, we have learned that therapy and other methods of healing are effective in helping individuals, even after a lifetime of "keeping this secret."

For those victims who have lost their Catholic faith, or worse, any faith in God, we must live the Gospel message by reaching out to them with love and compassion. As we strive to regain the trust that was violated, we will demonstrate integrity in our efforts to respond to victims' pain and suffering and walk with them, when invited, in their journey towards healing.

Over the past ten years in our diocese, more than \$328,000 has been spent to provide outreach services and pastoral care to victims/survivors of clergy abuse and their families. Some of the services and programs that have been offered are:

- Prompt response to follow-up with those who report having been sexually abused by Church personnel
- Counseling by therapists who specialize in the treatment of sexual abuse victims
- Weekend retreats
- Support groups
- Trauma Recovery Program
- Masses for the healing of those affected by abuse

If you or a loved one has experienced abuse by someone representing the Catholic Church, we urge you to contact the Office for Healing and Pastoral Care at (603) 668-0014 x 233 or 800-475-5585 x 233.



Dear Friends,

As we—the Church of God in New Hampshire—reflect on the past ten years, I know the pain of clergy sexual abuse still remains a present injury in our community. Too many young people were robbed of their childhoods. Too many predators were not stopped. I pray for the continued healing of all who have suffered as a result of this crisis, and I also pledge that never again will the Church in New Hampshire falter in its vigilance to protect children.

As Christians, we know we cannot just atone for sin, we must resolve to change. I hope you see in this report on the Safe Environment practices of the past ten years, our steadfast resolve to make our churches, schools, and institutions safe for all, and especially for children. I am grateful for the efforts that have produced a clear and concise Code of Ministerial Conduct, a comprehensive Policy for the Protection of Children and Young People, and a well-organized set of screening and training protocols.

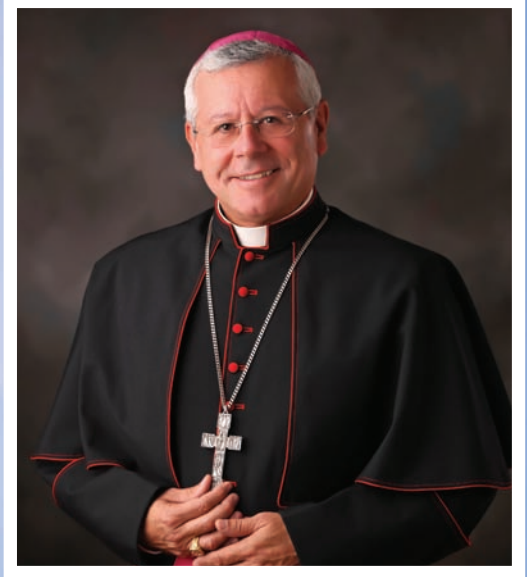
Our real achievement, however, lies in the clear fact that these policies have become permanently woven into the fabric of who we are. We will not disregard them because to do so would disregard the essential message of love that comes from Christ. Daily, we see evidence of continuing and dedicated efforts on the part of leaders, pastors, priests, religious, employees and volunteers throughout our New Hampshire Church to protect all whom we serve.

We must learn to live with the criticism of skeptics who only see a flawed institution beyond any hope of repair. In fact, we may indeed learn from what they have to say. We must not rest nor think that the job is done, that this is all in the past, or that the time has come to move on. The reality is that we must always live in absolute commitment to vigilance and responsibility. Any code or policy or protocol is a work in progress, always subject to careful scrutiny and improvement. Only continual vigilance by each one of us will respect those who were harmed and perpetuate the reforms of the past ten years.

I thank you for the efforts to secure and protect our children that you have taken thus far. I pledge myself as shepherd to support and continue what has been accomplished. I ask that you recommit yourself to this necessary and continuing endeavor. I pray that the Lord heal the wounds of those who have been harmed, and confirm and bless the work we have begun. May God grant us humility and courage to carry on this work, each of us as a minister of God's hope and peace.

Yours in the All-Holy Trinity and the Mother of God,

Most Reverend Peter A. Libasci
Bishop of Manchester





Resources

The Diocese of Manchester has developed a number of resources for parents that focus on keeping children safe. These resources include a *Talking to Your Children About Abuse* pamphlet, an internet safety guide, a *Cell Phones & Parental Controls* safety booklet, and Family Discussion Cards, all of which are available on our website and have been distributed in parishes and schools. To view and print these and other materials, we encourage you to visit the Resources for Parents & Children section of our website at www.CatholicNH.org/Parents.

Responsibilities Of All Adults

If you know of or suspect abuse or neglect of a minor, you must report it to the New Hampshire Division for Children, Youth and Families (DCYF) at **1-800-894-5533** or **603-271-6556**.

As an employee or volunteer of the Catholic Church in New Hampshire, if you know of or suspect sexual abuse of a minor by Church personnel, you must also report it to:

- Local law enforcement and the Delegate for Ministerial Conduct if the abuse involves a minor
- The Delegate for Ministerial Conduct if the abuse involves a person who is no longer a minor
- Delegate for Ministerial Conduct: 603-669-3100