

Name: Ray, James M.

**Dept:** Priests Interim Salaries



# ARCHDIOCESE OF CHICAGO EMPLOYEE/STAFF PERSONAL DATA VERIFICATION FORM PRIEST - RELIGIOUS - LAY

In an effort to better utilize our database, please review your **personal profile** listed below and update/correct any information as you see appropriate.

Also, please provide your **Home Phone Number** and **Emergency Contact** information where indicated and return your form to **Human Resources** no later than **Monday, October 25**<sup>th</sup>.

We thank you for your assistance!

== P R O F	ILE==
Dept: Priests Interim Salaries	SSN:
Name: Ray, James M.	
Home Address:  City, State, Zip Code:  Marital Status: S Birthdate: G  (S=Single; M=Married; D=Divorced) Veteran: N	ender: M Disability: N
HOME TELEPHONE NUMBER : ()	
= = EMERGENCY II	NFORMATION = =
CONTACT NAME:	
ADDRESS:	
CITY, STATE, ZIP CODE:	
PHONE #:	
RELATIONSHIP:	
NOTE: IF WE DO NOT RECEIVE YOUR UPDATES WE WIL	I CONSIDER YOUR PROFILE IS CORRECT

Rev. James M. Ray

Catholic Health Ministry CARE

721 N. LaSalle Drive

Chicago, Illinois 60610

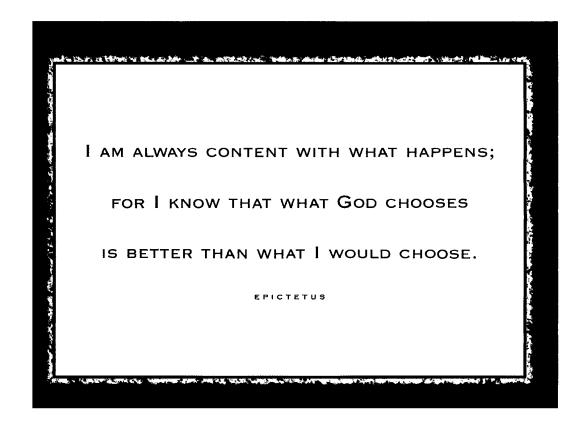
312-655-7445

"BLESSED IS THAT MAN THAT MAKETH THE LORD HIS TRUST."

PSALM 40:4

Dean Tom, I just want to thank you are again for your assistance in getting permission for me to do the funeral of Diocese of Portland, Oragon. My and her family were very appreciative-that I could be there and do the preneral for them and although the Diverse of Rockford will not let me do a wedding then next fune I de appreciale your efforts in thying to get me pumission Take care, and again Thank you.

Сомитмеит до (Накастек



Date WHILE YO	Time P.M.
M_ of_ Pho	Number Extension
TELEPHONED CALLED TO SEE YOU WANTS TO SEE YOU RETURNED YOUR CALL	PLEASE CALL WILL CALL AGAIN URGENT
Message My Fr. Gra Flee start W	Lay named autolto know
HOP	Operator Mul

#### Office for Child Abuse Investigations and Review 737 N. Michigan Ave., Suite 900 Chicago, Illinois 60611 (312) 751-5205

#### INDIVIDUAL SPECIFIC PROTOCOLS

Foi

Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office for Child Abuse Investigations and Review, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Director of the Office for Child Abuse Investigations and Review (Director). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

This ISP for Rev. James Ray is as follows (Director to initial all that apply):

sufficiently address the situation.

	18—without the presence of another responsible adult.
2.	
2	
<b>3.</b>	
4. (	The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site
	supervisor. The log is a tool that is used for the protection of minors, the cleric, the on-site
. *	supervisor and the Archdiocese. Although it identifies time periods, it is intended to provide a
	general record of the day rather than a detailed clock. If you are describing an off-site activity,
and the second	please include your destination and the general purpose of the visit or activity. For example, it is
	enough to indicate that you did personal shopping at a given Shopping Center rather than the
	details of each individual store. However, if your self-description is challenged or a complaint is

The client is restricted from being alone with a minor or minors, that is anyone under the age of

Abide by the assignment of residence to Cardinal Stritch Retreat House, Mundelein, IL.

lodged with the Archdiocese, some documentation and verification may be necessary to

6. (	Must complete and submit the "Travel/Vacatio the Agreement, prior to a scheduled departure. In the location, the Archdiocese is required to notify the Ord	he event of a prolonged stay in a particular	
7.			
8.	No inappropriate use of computers, software, Internet technology. The standards articulated in the <i>Polic Chicago</i> and the <i>Handbook For Archdiocesan Employersonnel</i> .	cies and Procedures of the Archdiocese of	
9.	No ministerial participation in the public celebration Sacramental without the prior, written permission of t		
10.	Refrain from wearing any garb that would give priest/deacon who has canonical faculties and is cur'clerical shirt').		
11.	On-site visits by the Director and the VP annually to i	nclude a meeting with the cleric.	
This Individual Specific Protocol is to be reviewed annually with the Director, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his on-site supervisor, the Director, and the VP. The cleric, his on-site supervisor, the Director, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the independent Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.			
I have	e reviewed, understand, and agree to all of these individ	ual specific Protocols.	
Signed	ed: Da	ate:	
Printed	ed Name:		
Signat	ature of Director: D	ate:	
Signat	ature of VP: D	ate:	
Additi	tional, written notations appended to this document? ye	s no no	
(Revise	sed 4/5/07)	•	

# Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, H. 606H. (342).751-5205 INDIVIDUAL SPECIFIC PROTOCOLS For Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

This ISP for	PON James Kay	is as follows (PRA to	o initial all that apply):	
	ent is restricted from being alone w		nyone under the age of	
18, with	nout the presence of another respons	sible adult.	, , ,	
2.				
2.				
3.				
4. /\w/TI	he "Clergy Daily Log" to be comple	eted on a daily basis and co-sign	ed by the monitor. The	
,	tool that is used for the protection	· · · · · ·		
	gh it identifies time periods, it is into			

your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.

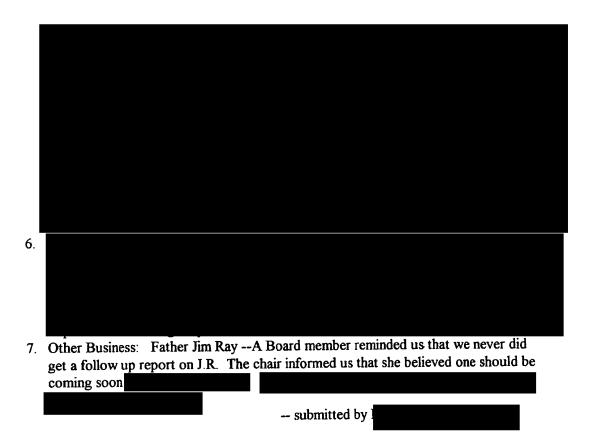
Abide by the assignment of residence to <u>Cardmad Strike Retreat</u> House

a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if

6.	Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.				
7.					
8.	No inappropriate use of computers, software, Internet capabilities, communications tools or vide technology. The standards articulated in the <i>Policies and Procedures of the Archdiocese of Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> apply as they do to all Archdiocesa personnel.				
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament o Sacramental without the prior, written permission of the Vicar for Priests.				
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').				
11.	On-site visits by the PRA and the VP annually to include a meeting with the cleric.				
can be parties consult VP careviev	ndividual Specific Protocol is to be reviewed annually with PRA, VP, and the cleric. Also, there is additional, written notations tailored to the needs of a specific situation which are signed by all is and appended to this document. Any change or alteration to this agreement will involve lation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the in initiate the discussion for change or alteration, or request that this Individual Specific Protocol be used by the Professional Responsibility Review Board. At the discretion of any of the parties, the and/or canonical counsel of the cleric may be involved in the discussions.				
I have	reviewed, understand, and agree to all of these individual specific Protocols.				
Signe	igned: Date:				
Printe	d Name:				
Signat	ture of PRA: Date:				
Signat	ture of VP: Date:				
Addit	ional, written notations appended to this document? yes no				
(Revise	ed 1/XII/04)				

# Minutes of the Professional Fitness Review Board

Members present:
Others present: Rev. James Kaczorowski – Vicar for Priests
Members absent:
Others absent: Ms. Kathleen Leggdas and Rev. Thomas Paprocki.
<ol> <li>began the meeting with a prayer.</li> <li>The minutes were reviewed</li> </ol>
3.
4.
5.



#### CARDINAL STRITCH RETREAT HOUSE P.O. BOX 455 MUNDELEIN, IL 60060-0455



Francis Cardinal George. O.M.I. Archbishop of Chicago P.O. Box 1979 Chicago, IL 60690

Your Eminence,

I humbly ask, Your Eminence, a dispensation from all obligations arising from priestly ordination. I was born in Evanston, Illinois on 24 January, 1949. I was ordained a priest on 14 May, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois.

As you know, I was removed from parish ministry 15 November, 1991. I worked at Catholic Charities of the Archdiocese for ten and a half years and was allowed to do a limited amount of public ministry. In the past six and a half years I have not been allowed to do any public ministry. For my own spiritual and emotional welfare I request this dispensation.

Please be assured of my continued prayers for you and the ministry of our Archdiocese.

Respectfully yours,

James/M. Ray

Office of Professional Responsibility 676 N. St. Clair; Suite 1910 Chicago, IL 60611 (312) 751-5205 INDIVIDUAL SPECIFIC PROTOCOLS Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g.,

C	anons 369 and 392).	office (e.g.,
Tł	nis ISP for <u>Pav. James</u>	Part Contract
I.		heing alarm it
	18, without the presence of a	nother responsible adult
2.		
3.	Continued regular Sail	
	week/month (please circle one	ritual Direction with the suggested frequency of times per
	(name of spiritual director).	e) as recommended by times per
	Log" forms.	Attendance to Spiritual Direction is to be reflected on "Clergy Daily
4.	· // 1.1	
	log is a tool that is used for the	to be completed on a daily basis and co-signed by the monitor. The
	Jour gori-description to about	- 1 Out of Out of Out of Oro IT
	addinguishment and verification	enged or a complaint is lodged with the Archdiocese, some may be necessary to sufficiently address the situation.
5.	Mr. Mariana	address the situation.

Abide by the assignment of residence to <u>Candinal Styltch Retreat</u> House

5.

6.	Must complete and submit the "Travel/Vacation Agreement, prior to a scheduled departure. In the ever location, the Archdiocese is required to notify the Ordinary of	eement", and obtain concurrence with nt of a prolonged stay in a particular of that place of your presence there.	
7.			
8.	No inappropriate use of computers, software, Internet capabitechnology. The standards articulated in the <i>Policies and Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> a personnel.		
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.		
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').		
11.	On-site visits by the PRA and the VP annually to include a me	eeting with the cleric.	
parties consult VP can reviewe	ndividual Specific Protocol is to be reviewed annually with Paradditional, written notations tailored to the needs of a specific and appended to this document. Any change or alterativation with the cleric, his monitor, the PRA, and the VP. The initiate the discussion for change or alteration, or request that ed by the Professional Responsibility Review Board. At the and/or canonical counsel of the cleric may be involved in the distance.	on to this agreement will involve cleric, his monitor, the PRA, or the this Individual Specific Protocol be	
	reviewed, understand, and agree to all of these individual speci		
Signed:	:	Date:	
Printed	Name:		
Signatu	re of PRA:	Date:	
Signatu	re of VP:	Date:	
Addition	nal, written notations appended to this document? yes	no 🗌	
(Revised	1/XII/04)		

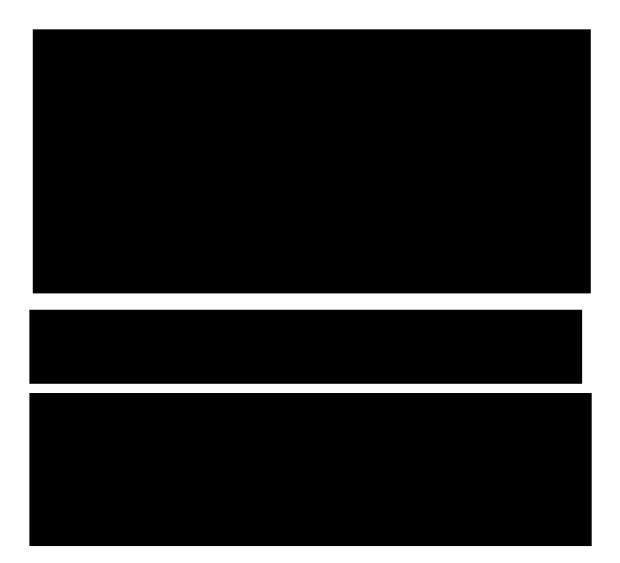
# TRAVEL/VACATION NOTIFICATION

NOTE: This form must be submitted to PRA three weeks prior to planned departure
In event of an emergency need, contact PRA or Vicar for Priests to discuss travel

[name of cleric]	has informed this office that he will be traveling to
[destination address and contact phore	ne number]
from	[departure date]
through[return	date][name of cleric]
will be chaperoned by	[name of chaperone]. PRA may contact
the chaperone at the following phone	number prior to departure The
identified chaperone has accepted the	responsibility of verifying the location and
activities ofna	ame of cleric] during the aforementioned time
frame.	atorementioned time
1. Contacts with minors by	[name of cleric] must be in the
presence of the identified chaperone	e. Inappropriate situations and locations
incompatible with a priestly lifestyle	e are to be avoided.
2. The identified chaperone may be asl	ked to attest to the activities and whereabouts of
[cleric name]	over the aforementioned time period of travel
<ol><li>As previously noted, the date of return</li></ol>	rn to''s [cleric name]
residence has been scheduled for	[aforementioned return date].
However, due to weather conditions	or emergencies that may arise, the date may be
changed. In the event of such a circuit	mstance, should the original plans be
substantially changed, please contact	PRA at [312] 751-5205
leric Signature:	
RA Signature:	
copy of this document will I	e cleric. The original will be placed in the cleric's file I a copy will be placed in the cleric's file in the Vicar Revised 3/28/06

NA	ME OF PRIEST	Rev. Jame	es Ray – Decree 09/30/04		
ı.	EDUCATION/APTITUDE VOCATIONAL ASSESSMENT				
2.	DESCRIPTION OF PHYSICAL CONDITION				
3.	DESCRIPTION OF MENTAL CONDITION			·	
4.	Monitoring	has been compliant WI all requested monitoring protocols winds (both presently & historically). see attached; 11/17/04 (D)			
5.	VICTIM STATEMENTS	See attached V-S sheet			
6.	OTHER FACTORS				
PC	SSIBILITIES FOR RESIDENCE		POSSIBLE WORK OPPORTUNITIES	SUGGESTED SUSTEN	NANCE (SALARY, ETC.)

In a file review three males who reported being sexually abused by Father Jim Ray. Following is there names and their age at the time of the abuse: age 11-12, and age 12-18. Additionally as indicated below there appears to have been an additional three named males that Jim Ray may have masturbated. The common theme within these three formal allegations of sexual abuse was that Jim Ray became close to their families Then Jim Ray physically touched them inappropriately by having them sit on his lap which over time lead to him giving them back rubs that eventually went lower." Each of the victims reported that while sitting on his lap or during the back rubs they "felt his (Jim Ray's) erect penis." The back rubs became mutual and also lead to mutual masturbation. The three above named victims abuse started at age 10, 11 and 12 respectively and when on for a number of years. While all three named victims think others may have been sexually abused by Jim Ray in Also according to a memo from Kathleen Leggdas, Professional Fitness Review Administrator dated October 12, 1999 reporting on a meeting with least the wrote "Jim Ray recounted a pilgrimage to Medjugorie where he met a paraplegic who asked him (Jim Ray) to masturbate him which he (Jim Ray) admittedly did." According to the same memo Jim Ray had at the same time told subsequent lightening of restriction placed upon him as a result of the allegation. This was before discussed his personal sexual abuse by Jim Ray with anyone. In a memo dated May 21, 1990 Fr. Ray Goedert wrote in part that "while at St. Anastasia (1975-1982) Jim Ray met was a teenager at the time perhaps 16-18 years old. and Jim would engage in giving each other back rubs, then proceed lower to the buttocks and eventually mutual masturbation." Two of the victims reported that they would sleep at the rectory



## **CLERGY DAILY LOG**

The Office of Profession treatment, rehabilitation The Individual Specific	or supervision of c	lerics…" ames Ray	1104.4.3, is responsible to "monitor programs for	
_	<del></del> ;		(Cleric Name)	
requires that you keep a "log" of your daily activities. The "log" is completed <u>daily</u> and submitted to the Administrator at the end of each month for review. Include the place, the purpose of visit/trip/activity (i.e. Spiritual Direction, therapy), and the telephone number if it is appropriate. Please remember that this tool is intended to provide an accurate record of the day rather than a detailed clock.				
TIME	PLACE	TELEPHONE (If appropriate)	PURPOSE	
7:00 - 8:00 A.M.				
8:00 – 9:00				
9:00 – 10:00				
10:00 - 11:00				
11:00 - 12:00				
12:00 – 1:00 P.M.				
1:00 – 2:00				
2:00 – 3:00				
3:00 – 4:00				
4:00 - 5:00				
5:00 - 6:00	<del> </del>			
6:00 – 7:00				
7:00 - 8:00				
8:00 - 9:00				
9:00 – 10:00				
10:00 – 11:00				
11:00 – 7:00 A.M.				
	_	Client Signature:	Date:	
		Monitor Signature:	Date:	
	·	Date Received:		
Pay 7/15/03	A dmi	inistrative Signature		

#### SUMMARY TIME LINE OF ALLEGATION

**ACCUSED** 

**ACCUSER** 

Name:

Rev. James Ray

Address:

Cardinal Stritch Retreat House

Mundelein, IL

Date of Birth:

Current age:

Name of civil attorney:

N/A

N/A

Date of Ordination [of accused]:

Location:

Mundelein

Age at ordination:

26

Assignment location of accused:

N/A

Status of accused:

Withdrawn from ministry

Name of canonical advocate:

Rev. Michael P. Joyce, CM

Date allegation received:

10/11/99

Date allegation formalized: 10/12/99

Date of initial incident of alleged abuse: 1976

Date of last incident of alleged abuse: 1982

Approximate number of incidents of alleged abuse: numerous

Brief summary of alleged abuse: Fr. Ray to clothing: was allowed to sta	touched genitals under yovernight with Fr. Ray						
Brief summary and date of response from accused: 10/22/99							
Stage of disposition by Review Board: 11/99—review by Review Board determined that Fr. Ray was not to be alone with minors without a responsible adult present							
Additional allegations made by accuser:	None						

#### ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser:	
Date of Birth:	
Current age:	
Name of civil attorney:	
Date allegation received: 5/	/21/90
Date allegation formalized:	
Date of initial incident of alleg	ged abuse:
Date of last incident of alleged	l abuse:
Approximate number of incid	lents of alleged abuse:
Brief summary of alleged abuse: All to diocese	egation made by victim's attorney in letter written
Brief summary and date of response	from accused:
Stage of disposition by Review Board however it was substantiated by an Adestablished until 1992	this matter did not go before the Review Board; ministrative Review as the Review Board was not
Additional allegations made by accu	ser: None

#### Victim Statement Abstract

This abstract supplements a memorandum to file, prepared by the Office of the Vicar for Priests in the early 1990s, recording the history of allegations made against Fr. James Ray and the Archdiocesan response to those allegations. The memorandum describes abuse alleged by Victim JS, which occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions. The memorandum also details the alleged abuse reported by Victim JT, consisting of a single incident of alleged abuse that occurred at the St. Anastasia rectory in approximately 1974 or 1975.

Vicar for Priests

§ 45 North Michigan Avenue

§ Suite 543

Chicago, IL 60611

#### Dear Father:

Recently my fiancé and I were the recipients of some disturbing news. The priest who was to officiate our marriage ceremony was informed by the Archdiocese of Chicago that he would not be allowed to serve mass for this occasion.

The priest I am referring to is Father James Ray.

When I met my life was in turmoil. My parents had just finalized a very messy divorce. The world my siblings and I had known all our lives had just come crashing down on us. There was no stability or harmony in our universe. Rather than embracing religion at this time of chaos, I turned against it. I felt that a God who was praised as being "all loving" would not have allowed this destruction to happen to my family. I displaced my anger and blamed God. Church had no meaning to me anymore.

Then I met Father Jim. He calmed me down and helped me to analyze the course of events rationally. When the pain of the divorce subsided, our focus switched to religion. He took the time to explain to me the teachings of the Church (which were only marginally addressed in the small lowa farm town where I grew up). We discussed my faith life and what it meant to me. He was kind and generous, never demanding or pushy. He welcomed me with open arms into my own religion. He gave me knowledge. I discovered so much about Catholicism that I had never known before. It was as if an entirely new world had opened up to me - one of acceptance and fulfillment. The vold that had been in my life had slowly been filled. And I owed that to Father Jim; my teacher and friend.

It is for these reasons (any many more) that I want Father Jim to officiate our marriage ceremony. He represents to me all that the Church stands for: love, compassion, and forgiveness. He is more than a member of the Clergy. He is a member of my family. It would be devastating to us if he were not able to perform the marriage.

I understand that you have concerns regarding his personal situation. I hope you understand that Jim has always been honest with us about his struggle; just as he has been honest with all the people he serves. We are not in a position to condemn Father Jim; we do not have the authority to pass judgement on him. Instead we, as well as many others, have turned to our religion for guidance in dealing with this situation. We feel love, compassion, and forgiveness for Jim, just as God does for us. I know of no person who condemns him, not even the people of Saint Peter-Damien.

If you are concerned about the affitudes of the Saint Peter-Damlen politificationers who will be attending the wedding, let me put your mind to ease. We have discussed this with them: They are all hoping that he will be allowed to celebrate this sacrament with us in an official capacity. If you are still unsure about permitting him to perform the mass, please allow us the opportunity to call these people once again and have them personally contact you to discuss the matter in greater detail.

I implore you, Father, please reconsider your decision to allow Father Jim to perform our marriage ceremony. It would mean the world to us. If you have any questions about this matter, please feel free to contact me. I would be happy to discuss this with you further.





#### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

To Whom It May Concern:

has asked me to write a letter of recommendation for Fr. James Ray who he asked to officiate at his wedding. Fr. James Ray is a priest of the Archdiocese of Chicago and Cardinal Bernardin has asked me to request permission for him to officiate at the wedding at in Dubuque, Iowa. I would ask you to grant him the necessary faculties for this ceremony. Thank you for your consideration.

Rev. John F. Canary Vicar for Priests

JOB ANALYSIS **JOB NUMBER:** CATHOLIC Effective Date: Recommended 1) ----2) 3) Approved: Edeur W AREA \_OS/ Division Manager Director of (Administration) Employee Services 1. Job Title: Program Director 2. Position Title: Liaison for Catholic Health Care 3. Basic Functions: Provides ongoing relationship to Catholic Hospitals, Health Care activities, and Catholic entities involved in delivery of health services. Establishes communication for ongoing activities, surfacing issues, maintains systematic avenues for consultations. Provides for collection of data which can be moved toward policy and/or decision making. Provides leadership to vitalize Catholic Health Ministry. Output Factors: Maintains communication with Hospital Administration and Sponsors directly and through CHAMC (Catholic

Hospital Alliance of Metropolitan Chicago). Participates in meetings of CHAMC and individual Hospitals. Convenes monthly meetings of lenders of Catholic Health Care Givers. Assists in developing systematic relationships between chaplaincy groups, pastoral services and parishes. Provides contact with congregational sponsorships in collaboration with Vicars for Religious. Attends national and regional Catholic Health Convening as needed. Collaborates with other Archdiocesan agencies and offices in developing ministry, e.g. AIDS Ministry, Parish/Hospital Committees, etc.

5. Special Factors: N/A

6. Reports to: Director for Human Services

> Supervises: N/A

7. Position Grade:

N/A

8. Specifications

**Preferred** 

Minimum

a. Education

Masters Degree

5 years in Catholic

B.A. 2 years in

b. Experience

Ministry licensed

Catholic Ministry openness to license

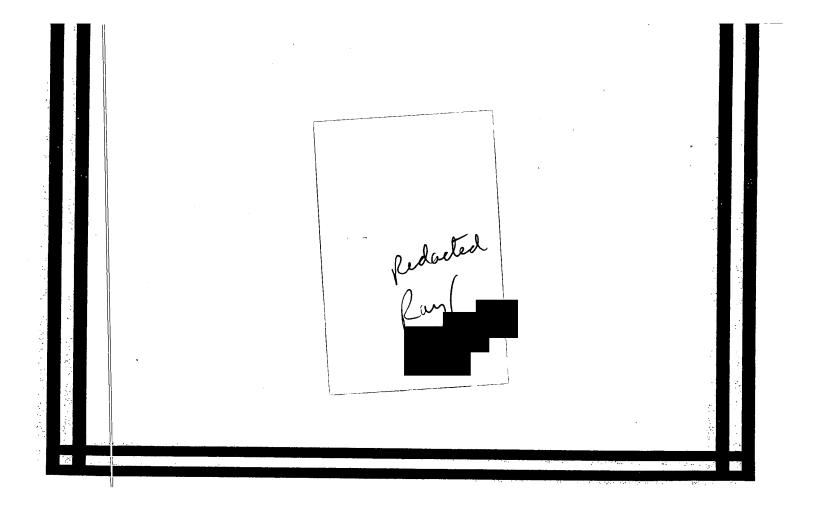
minister

9. Position Responsibilities:

> a) Policy and Program: Assumes responsibility to assess situation and then develops goals and objectives. Develops draft of policy for approval and implementation.

Continued on Back

- b) Program Execution and Decision Making: Arranges schedule around need to implement program. Collaborates with and confers with others in the Archdiocese to effect completion of goals. When necessary initiates intervention and provides follow through.
- c) Client Relationship: Has little individual or patient contact, rather provides referral to appropriate resources.
- d) Utilization and Control of Human Resources: Develops collaborative relationships with all participants and resources effectively. Directs support staff to assist program.
- e) Utilization and Control of Physical and Financial Resources: Maintains files and records on appropriate material. Responsible for office equipment and furniture. Conforms to agency financial policy. Responsible for Annual budget.
- f) Contacts and Public Relations: Maintains agency standard on public relations and public information. Acts as public representative of the Archdiocese and Catholic Health Ministry. Participates in public affairs and convening as requested and appropriate.



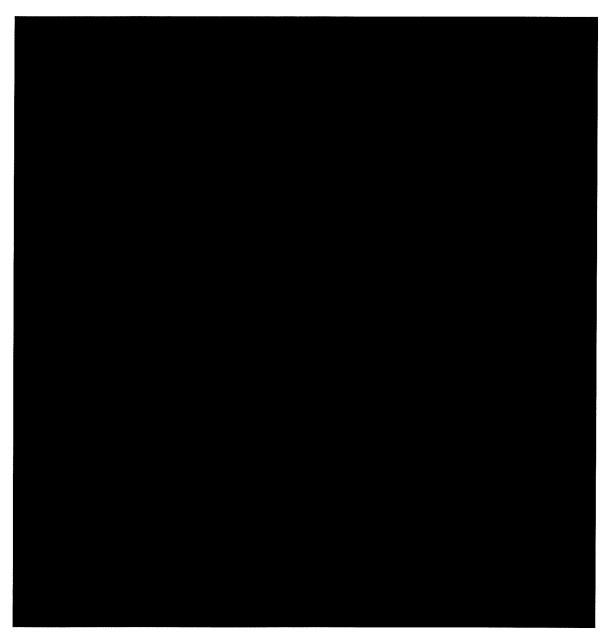
## **Archdiocese of Chicago Priest Vitae Card**

James M. Ray Born: Ordained: 05/14/1975 Died: Ethnicity:

Attached

Assignment	Position	Begin Date	End Date
St. Anastasia Parish (Waukegan)	Associate Pastor	05/14/1975	06/08/1982
St. Peter Damian Parish (Bartlett)	Associate Pastor	06/08/1982	06/13/1989
Transfiguration Parish (Wauconda)	Associate Pastor	06/13/1989	11/22/1991
Hospital & Health Affairs	Staff	11/22/1991	06/25/2002
	Laicized	01/23/2012	

Extraordinary Appointments:



REVEREND JAMES RAY is an Associate Administrator of Catholic Charities as serves as a liaison within our services to the Health Ministries.



	_
TO TIME: 44 DATE /4	_
WHILE YOU WERE OUT	
M Fr. Couchlin	
OF CONSTRUCTION	_
PHONE() 643 - 1837	_
URGENT! L TELEPHONED 1 DLEASE CALL	
WILL CALL AGAIN CALLED TO SEE YOU WANTS TO SEE YOU	
RETURNED YOUR CALL YOU'LL KNOW	
MP 1990	<b>_</b>
in his 20's when he was 12.	_
manningte touch one dollars	_
Constant to the standard to th	
but not actual him.	
OPERATOR	_
NOTES: 2nd pomm: 16/4/0	_
windert when travelly	_
PFRES gare parining to work at	_
Chartres: parining on core - 5.	_
are boois for wedlig t prenote.	_
<del>-</del>	_
	_
	_
■ AMPAD 23-016 □ CHECK HERE IF ADDITIONAL NOTES ON OTHER	eiD



Office of the Chancellor 312/787-2315

#### ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

April 8, 1975



Dear Deacon Ray:

Upon recommendation of the Seminary staff, and under the direction of His Eminence, Cardinal Cody, I am pleased to call you to the Order of Priesthood, to be ordained on May 14, 1975, for service in the Archdiocese of Chicago.

After consultation with the staff of the Seminary and the Diocesan Clergy Personnel Board, it has been recommended that you be assigned as Associate Pastor at the parish of St. Anastasia, Waukegan, whose Pastor is Reverend Edward S. Maraczewski.

In accordance with the procedure set up by the Personnel Board, arrangements are being made for you to consult with the Pastor and his staff before your formal appointment is announced (after ordination) by the Cardinal (Canon 476).

I am happy to have the opportunity to express my congratulations to you and to welcome you to the priesthood we will share in service to the Archdiocese of Chicago.

Wishing you an abundance of blessings at Easter time, and with all good wishes, I am

Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer CHANCELLOR

cc:

Reverend Edward S. Maraczewski, Pastor

 $\bigvee$ 



312/787-2315

#### ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

April 8, 1975

G

Reverend Edward S. Maraczewski, Pastor St. Anastasia Rectory 624 Douglas Avenue Waukegan, Illinois 60085

Dear Father Maraczewski:



As you will note in the attached letter to Rev. Mr. Ray, who is to be ordained to the priesthood on May 14, 1975, by Cardinal Cody, it has been recommended by the Seminary staff and the Diocesan Clergy Personnel Board to assign him to you and your parish as Associate Pastor, in accord with Canon 476.



He will be consulting with you, under the direction of the Personnel Board, before formal announcement of this appointment (after ordination) is made by the Cardinal.

Wishing you every blessing of a joyous Easter season, I am



Sincerely yours in Christ,

Rev. Msgr. Richard A. Rosemeyer CHANCELLOR

cc: Reverend Mr. James M. Ray



#### ARCHDIOCESE OF CHICAGO

# POST OFFICE BOX 1979 CHICAGO, ILLINOIS 60690

Office of the Archbishop

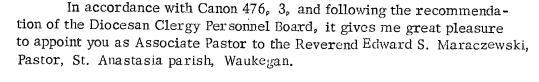
May 14, 1975



Reverend James M. Ray St. Mary of the Lake Seminary Mundelein, Illinois 60060



Dear Father Ray:





Likewise, I am happy to grant to you the ordinary faculties of the Archdiocese of Chicago, valid from today until revocation.

Your appointment as Associate Pastor is effective immediately. Arrangements are to be made with the Pastor about the time that you are to take up your duties after your vacation.



Wishing you every blessing and priestly success in your first pastoral assignment, I am, dear Father Ray,

Very truly yours in Christ,

Archbishop of Chicago

Chancellor

cc: Rev. Edward S. Maraczewski, Pastor, St. Anastasia parish.

#### ARCHDIOCESE OF CHICAGO

POST OFFICE BOX 1979

CHICAGO, ILLINOIS 60690

Office of the Archbishop

May 21, 1982

Reverend James M. Ray St. Anastasia Rectory 624 Douglas Avenue Waukegan, Illinois 60085

Dear Father Ray:

In accordance with Canon 476, and following the recommendation of the Diocesan Clergy Personnel Board, I am pleased to appoint you Associate Pastor to the Reverend Jerome G. Klug, Pastor, St. Peter Damian parish, Bartlett.

This appointment is effective June 8, 1982, but I would ask you to make arrangements with the Pastor about the exact date when you will assume your new duties.

Wishing you every blessing and priestly success in your new pastoral assignment, I am,

Sincerely yours in Christ,

Very Reverend John R. Keating

Administrator

JRK: ag

cc: Rev. Jerome G. Klug

Rev. Edward S. Maraczewski

bcc: Angela Punzi -- For TCC, week of \_\_\_\_\_; NOTICES; Priest's Personal File.

### POST OFFICE BOX 1979 CHICAGO, ILLINOIS 60690

Office of the Archbishop

June 5, 1989

Dear Father Ray:

In light of the recommendation of the Diocesan Priests' Personnel Board, I hereby appoint you as Associate Pastor to the Reverend Byron Maher, Pastor of Transfiguration Parish, Wauconda. This appointment is effective June 13, 1989. 4440

Please speak with the pastor regarding the necessary arrangements and also consult with him to formulate a letter of agreement and job description in accord with the Senate guidelines regarding personnel. A copy of this agreement and job description should be sent to the Priests' Personnel Board by June 30, 1989.

During these past few weeks, you most likely have received many comments from the parishioners regarding the important contribution you have made to the parish. I am confident, too, of their appreciation and gratefulness for your presence and efforts. Know of my own gratitude as well for all you have done at the parish.

As you begin this next assignment you have my prayers. I am confident you will receive a warm welcome at your new parish. May your care, comfort and concern invite the people to live the Gospel more fully and be brought closer to the Lord.

With cordial good wishes, I remain

Sincerely yours in Christ,

seple Carl. Bernardin.

Archbishop of Chicago

Kenneth Velo Ecclesiastical Notary

Reverend James M. Ray (3,17)
Saint Peter Damian Parish (10)
S. Crest Avenue
Bartlett, Illinois 60103

cc: Reverend Jerome Klug
Reverend Byron Maher
Diocesan Priests' Personnel Board

### TRANSFIGURATION CHURCH 310 WEST MILL STREET WAUCONDA, ILLINOIS 60084 312-526-2400

June 16, 1989

With an awareness of a call to Mission and in a spirit of respect for persons and mutual accountability, this agreement is between the Reverend Byron Maher, Pastor of Transfiguration Parish, and the Reverend James Ray, who agrees to accept this position of Associate Pastor of Transfiguration Parish for the period of five years, beginning in June, 1989 and ending in June, 1994.

Both Pastor and Associate Pastor agree to fulfill their responsibilities as described in the attached job description, and recognize their accountability to the Pastor/Administrator of Transfiguration Parish and the Archbishop of Chicago.

Reverend James Ray is entitled to the salary and benefits of an Associate Pastor as outlined by the Archdiocese of Chicago.

6-23-89

date

signature of pastor

signature of associate pastor

### JOB DESCRIPTION

The Associate Pastor is expected to share in the general day-to-day work and activities of the parish and to help the pastor fulfill his mission to the spiritual, sacramental, and temporal needs of the parish.

Specific areas of involvement for the Associate Pastor at Transfiguration Parish include being moderator of the Altar and Rosary Sodality, training altar servers and eucharistic ministers, periodic visits to school classrooms and the CCD program, participate in the preparation sessions for parents of those children making First Reconciliation and First Holy Communion, sharing in our ministry to the local hospital and nursing home, assist in planning liturgies and paraliturgies.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

ARCHDIOCESE OF CHICAGO

T0: File (R. Goedert)

DATE: May 29, 1990

RE: James Ray



2. Jim also raised another question. Because of the opening at Transfiguration, some of the rumors have had him being made the pastor. Evidently it's not going to be on open listing, and from what Jim has heard, the Cardinal will probably make a direct appointment. Jim wanted to know what he should do if, in fact, his name should be mentioned. I told Jim that I presume that if either the Cardinal or Personnel Board has it in mind to appoint him, they would certainly have to ask Jim beforehand. I told him to simply decline, using whatever reasons he wished to. But that he should not take any high profile position at this time. The family involved is quite angry and if they thought that the Church was not taking the charge seriously and actually promoted Jim in the face of this information, that might be enough to trigger a law suit.

Page 378



### D. FIRST READING:

St. Patrick, Lemont: The Board discussed the candidates for the

pastorate of St. Patrick's.

MOTION: 8-0 That the Board disavow the first reading for

St. Patrick's/Lemont.

Ray Cusack nominates

MOTION: 8-0 Approval of the nomination.

Don Nevins nominates James Ray '75.

MOTION: 8-0 Approval of the nomination.

Mike O'Connell nominates

MOTION: 8-0 Approval of the nomination.

E.

Page 6 of 11

## Off: (312) 642-1837

### **ARCHDIOCESE OF CHICAGO**

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

June 4, 1990

Rev. James Ray Transfiguration Parish 310 West Mill Street Wauconda, Illinois 60084

Dear Jim,

I just wanted to commend you for your cooperation and the honesty you have manifested in what must be a very difficult situation for you. I can only encourage you to continue to be as open as possible

Hopefully, Jim, no legal action will ensue. As a precaution, however, I can't emphasize enough the importance of keeping away from the Bartlett area to the extent possible and avoiding all contact with this individual and his family. I also remind you of the mandate that I gave you when we first met -- namely, that you should avoid being in the company of minors (under 18 years of age) unless another adult is present. For your own protection, if you must be a part of any activity that involves minors, please be sure that there is at least one other adult chaperone present.

I know that this can be a very scary and threatening experience for you, Jim. I will do my best to walk you through it, but don't hesitate to call if you have any questions or just want to ventilate.

With prayers, Jim, I remain

Fraternally yours,

Rev. Raymond Goedert

### Off: (312) 642-1837

### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

800 NORTH CLARK STREET, SUITE 311

CHICAGO, ILLINOIS 60610

### MEMORANDUM OF AGREEMENT

- I, James Ray, as evidence of my good faith and sincere desire to be cooperative with the Archdiocesan authorities, freely accept the following conditions and will abide by them until such time as the same Archdiocesan authorities determine otherwise:
- l. Under pain of suspension, I will refrain from being in the company of any and all minor children, under the age of 18, without another adult being present; and if such eventuality does occur, I will take leave of that child immediately.
- 2. While in my assignment at Transfiguration Church in Wauconda, Illinois, I will be under the direct supervision of the pastor, Rev. William Zavaski.
- 4. I fully agree that my pastor, Rev. William Zavaski, is free both to initiate and to respond to requests for information, consultation, etc., with as well as with

the Vicar for Priests.

- 5. It is understood that the supervisor is expected to report any and all violations of this agreement to the Vicar for Priests. In addition, it is expected that Fr. Zavaski will report to the Vicar for Priests from time to time with respect to Fr. Ray's compliance with this agreement.
- Fr. Ray has carefully read and understands this agreement. He acknowledges that he has received no oral or written direction that in any way creates any exceptions to the agreement. He agrees to comply fully with the letter and spirit of this agreement, and it is understood that any violation of this agreement is a serious matter that will be weighed heavily in determining Fr. Ray's ability to continue to minister.

The undersigned agree to the foregoing.

30 October 1920	Ru. James M. Ray
Date	Rev. James Ray
30 October 1990	Red. William & Javaski
Date	Rev. William Zavaski, Pastor and On-Site Supervisor
30 October 1990	Voy laint Hacket
Date	Rev. Raymond Goedert, Vicar for Priests



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Rev. Patrick O'Malley

FROM: Rev. Andrew McDonagh

DATE: Nov. 5, 1991

RE: Fr. Jim Ray

- 1. I called Fr. Zavaski to check on a report from Ralph Bonacoursi who talked to Dr. Elaine Schuster who had conferred with the principal of Transfiguration School. According to our first report, the principal had stated that Fr. Ray was taking children "out" and that he was around the children with a "touchytender" approach.
- 2. Fr. Zavaski told me that he, Fr. Ray and Bishop Goedert met a year ago. The whole case was reviewed and it was understood that Jim would not be in the presence of children without another adult being present.



### Nov. 6, 1991

- 1. I talked to Elaine Schuster (from Washington D.C.). She told me she called 7 principals yesterday after consulting with Ralph. She told them that a priest in this given parish situation should not be alone with minors. In talking to Sr. at Transfiguration, she found that Sr. likes Fr. Jim and says he is wonderful with the children. She wonders about the way he hugs and touches the older boys -- not indicating sexual touches but she does wonder about some.
- 2. She said she had Fr. Jim counsel some of the children. According to Fr. Zavaski, that was done prior to last year's conference with Bishop Ray, Jim and Fr. Z. Fr. Z says Jim has been exemplary during the 1.3 years Fr. Z. has been pastor.
- 3. I explained to Fr. Z that the Commission is making recommendations in concert with Advisory Committee. I told Fr. Z. that I would as Kfor a review of charges against Fr. Jim. Fr. Z asked for a meeting with either Vicars or Advisory Committee or Commission.
- 4. I told Fr. Z that the Vicar's office staff are very concerned that the priest's rights be observed. To that end, I would like to suggest, if I may, some comparisons with regard to other cases under consideration.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Nov. 17, 1991

RE: James Ray

1. On Nov. 11, 1991, the Cardinal, Pat O'Malley, Bishop Goedert, Andrew McDonagh met with James Ray, Associate at Transfiguration parish.

2. The Cardinal went over the facts of his case. Jim was deeply affected by the news that he would have to leave Transfiguration. He is beloved out there and loves the place and Bill Zavaski. He will leave the parish by Nov. 15, 1991. (He did so report to Sr.

- 3. The Cardinal reiterated that he would want Jim to function as a priest in some specialized ministry. There would have to be an announcement.
- 4. Jim said he had felt betrayed when the DRE and the Principal were called before he had a chance to tell them. The Cardinal apologized but explained the kind of deadlines we were operating under. There was some discussion that he could leave by the following Monday and thus be able to say good-bye to the people. This would have to be worked out with Bill Zavaski -- eventually it was decided it would be on Friday.



His Eminence Joseph Cardinal Bernardin Archdiocesan Pastoral Center 155 East Superior Chicago, IL 60611

### Your Eminence:

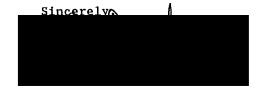
It was with great sadness that I heard the news of Father Jim Ray's departure from our parish. I wrote to you three years ago when decisions were being made regarding our former pastor's tenure; and at that time I wrote of the extraordinary faith of the people of Transfiguration. For 150 years our small parish has travelled a long and faithful journey filled with great triumph, great joy, as well as great sorrow. Three years ago you listened to our needs and sent us a wonderful man of faith, Father Jim Ray. He taught us how powerful our love is and showed us how to better use that love for each other. We will never forget what he did for us and what he challenged us to become. You listened to us again a year later and sent us a new shepherd, Father Bill Zavaski. His spirit, his leadership, his charisma have energized our community and has helped us face the future.

I thank you for having listened, but now I ask you to listen once more. Listen to the pain, listen to the hurt, listen to the real voices from the pews. Next Sunday, November 24th, our parish will celebrate its 150th Jubilee, and you have been invited to celebrate with us. Please do not stay away now! Do not get conveniently sick or have a more urgent engagement. You may hear bitterness, you may feel anger, you may endure sadness, but you will experience real people dealing with heartfelt feelings. I know that in your position it is difficult to hear and know what the faithful are thinking. I know that you rely on your priests to be the conduit to the people. This situation and others like it needs a different approach. The priesthood that you know and love is in desperate straits. Vocations are more difficult to call forth because the role of priest/leader has become more confused and more misunderstood. I believe that the next generation of priests will rise from the people and will be nurtured and blessed by those they will serve. The people must be led to see that it is their baptism that calls them forth, and they alone are responsible for their own journey and for the journey of others in their community. Priests will come and go, but the people remain. The message of Christ remains even though the messenger may fail.

As for Father Jim I have serious concerns about the entire situation. I have three children, two teenage boys and a twelve year old girl. They loved Father Jim and are deeply hurt and confused by his loss. As a father I worry about them, and I ache for them. If the charges about Father Jim were indeed true, then I resent the fact that he was placed in a situation that could have put my children at risk and cause great harm to him as well. If the charges against Father Jim were false, then every effort should have been made to clear his name and to stand up for what is right. I have been a principal of a Catholic elementary school for the past eighteen years, eleven of which were in the Archdiocese of Chicago. I am well aware of the dangers associated with sexual abuse among our Innocent lives have been shattered, and it is imperative that the truth be known. It is no longer an option that the Catholic church remain on the sidelines. Our faith is being attacked on all sides, and unless we begin to stand up for what we believe in and acknowledge and deal with our sins, our failings, we will indeed be the lost tribe of Israel. Don't send us people like Father Jim and then rip him away from us. If there were questions about his past or his ability to serve, then he should not have been sent to us in the first place. But he was sent, and he served us well and faithfully, and now the people are told that it was all a mistake. But no wake will be held, no body to grieve over, no chance to say good-bye, farewell, God speed. The active faithful will overcome, but the marginal Catholic or the just returning Catholic will say, "It's the same old church," or "Same old story."

Please do not keep repeating the same old mistakes, stop putting your head in the sand and please start listening to your people. Trust us, we are not naive, we are strong. We love the message of Jesus, but sometimes we do not understand or love or believe in the structure that the church has become.

Come to the jubilee and be the shepherd of our troubled and saddened parish.



c: Bishop John Gorman
Bishop Raymond Goedert
Reverend Patrick O'Malley
Reverend William Zavaski

### Victim Statement Abstract

This abstract replaces a memorandum prepared by Fr. Patrick O'Malley, Vicar for Priests for the Archdiocese of Chicago, dated November 20, 1991, summarizing a phone call he received from Victim JT. During the conversation, Victim JT disclosed a single incident of alleged abuse by Rev. James Ray. The incident occurred at the St. Anastasia rectory in approximately 1974 or 1975, and involved Ray bouncing Victim JT on his lap for Ray's sexual gratification.

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8230 Fax (312) 337-6379

Card. Bernardi

November 22, 1991

Dear Jim:

I appreciate how difficult our meeting last week must have been for you. It was very difficult for me as well. I am grateful for your cooperation and your move

At this time, I must formally end your assignment as Associate Pastor of Transfiguration Parish, Wauconda. Decisions about your future ministry will depend on the outcome of and the recommendations that will come to me from the Vicar for Priests and my Advisory Committee.

Jim, be assured that you have a special place in my daily prayers and that I will do everything possible to help you.

With cordial good wishes, I remain

Sincerely yours in Christ,

Archbishop of Chicago

Reverend James M. Ray

END LIE

cc: Rev. William J. Zavaski

\_\_bc: Rev. Patrick J. O'Malley

Rev. Kenneth Velo



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Rev. Patrick O'Malley

FROM: Bp. Raymond Goedert

i kon. bp. kayılıdı ayeder c	
DATE: Nov. 30, 1991	
RE: James Ray	
1. I had a conversation today with had written to Cardinal Bernardin on Nov. 18 and had sent a coto Jack Gorman, Bill Zavaski, yourself and myself. I thought was very well written and just called him today to speak about him for the letter and to indicate to him again that we were problems on Jim's part at the time of his assignment to Transf	opy of his letter that the letter t it, to commend not aware of any
2. said that he also had an opportunity to talk to you ing and that he felt very positive both about his conversation as the Cardinal's handling of the Jubilee Mass on Sunday. Evicalled him aside and had a very good conversation and invited with him privately later in December.	n with you, as well idently the Cardinal
3. I also took it upon myself to call the light of all the publicity, etc. I	wondering first spoke to
on Wednesday, Nov. 27.	
4. I reached is extremely worried.  the fact that is extremely worried.  wants to make sure that the names to the media or anyone else. I told that we wanted that the media would information. I further stated that the police department in an inquiry and could possibly subpoena our records.	t no one releases would certainly
said that he could not see how they could subpeon a of they are really a part of the attorney-client relationship. If the investigation I conduct is in connection with possible litter is more or less preparatory information to give to our at if he would confer with Jim Serritella about this and he he would call Jim next week.	n other words, igation and there- torney. I asked
6.	

### Victim Statement Abstract

This abstract supplements a memorandum prepared by Bishop Raymond Goedert, to Fr. Patrick O'Malley on November 30, 1991, in part, detailing Goedert's conversation with a relative of Victim JV. Per the memorandum, Victim JV's relative told Goedert that Victim JV was terrified of his name becoming public in connection with his allegation against Fr. James Ray.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Dec. 18, 1991

RE: Jim Ray

1. Jim Ray came to see me this afternoon. He had asked if he could look through his entire file. I told him that I would allow him to look through his file, but that I had removed two reports from the file.

Secondly, the report by phone from a young man named What I did with that report was I whited out all identifying characteristics.

- 2. I felt that Jim had a right to know what was in his files within our restrictions of confidentiality.
- 3. At the end of the meeting, I asked Jim if he wanted to write up his description of what happened and put it in the files as his statement. He said he would think about that and would probably do it.
- 4. While we were here, I then discussed possible role in the future with Catholic Charities. He was to contact Ed Conway and he did so right after he left here.
- 5. We talked about a wedding that he wanted to perform on April 4 at St. Peter Damian -- good friend of his. I told him that I would check it with the Advisory Board but that my immediate reaction was that we wouldn't want him to do that at St. Peter Damian.
- 6. He asked then if the wedding was moved to another place, would he be able to do it. I said that's a real possibility -- a parish at which he would not be known.
- 7. He also asked about the possibility of going on a ski vacation with this friend of his who's 25 years old. He would be out west skiing and would be joined by a family who has a young boy, a teenage boy. I reminded Jim about
- 8. I also told him that he was not to be in the presence of anyone under 21 without another adult being present. So that if he found himself in the presence of this young person without another adult, he would have to excuse himself and he agreed to that.

### INDIVIDUAL SPECIFIC PROTOCOL

### FOR JAMES RAY

I have reviewed, understand, and agree to all requirements of The Residence Protocol, and the following items:

1) Unaccompanied out-of-house privileges include the following:

- Tuesday, Thursday, Saturday
- Monday

1 Day (12 hours) each week to be with family
Social events (lunches, dinners, movies, shopping, etc.) - every

- 2) Visitation by previously approved visitors can only occur at room 404, all visitors must sign in and out at the Community Room.
- 3) Any contraband materials/i.e.,alcohol,VCR's, pornography/ can be confiscated.
- 4) Cannot leave boundaries of Archdiocese / Lake County, Cook County/.
- 5) Attendance at all activities and the specific names, addresses, time and telephone numbers regarding resident's must be entered on the individual itinerary.
- 6) It is resident's responsibility to be reachable at any given time. Resident is accountable for his own time and is required to support his attendance at social events with physical proof/i.e., movie ticket, receipt from restaurant, etc./. If such proof cannot be provided, resident is required to call the residence staff member from the place of destination. The telephone number from where the call has been made will be verified by a staff member. Unlisted, unpublished and mobile telephone numbers will not suffice. A 72 hour restriction to the Residence will result if resident not reachable after three attempts. Unsuccessful attempts to reach resident at the given number will be followed by writing a memorandum. Such a memorandum will be kept on file at the violations, copies of original memoranda will be forwarded to the Archdiocese Vicar for Priests and
- 7) No one under the age of eighteen is permitted to be at the Residence unless prior approval has been received from the Residence Executive Director, and the Archdiocese Vicar for Priests or designate. Meetings with minors, in and out of the Residence can take place only in the presence of an approved companion.

8) Any deviation and/or non-compliance with requirements of the Individual Specific Protocol will be addressed by the Residence Executive Director and/or designate and may be grounds for modification of currently existing unaccompanied out-of-house privileges. Such modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate/other referring authority in conjunction with the Residence Executive Director and

In case of emergency, any staff member can modify the Individual Specific Protocol until an administrative decision can be made by the Residence Executive Director and/or designate.

9) In order to change the Individual Specific Protocol and/or items within the protocol, prior approval must be received from the in conjunction with the Residence Executive Director.

This is a working document which can be changed, altered, or superceded where there is an indicated need to do so.

Signed: \_\_\_\_\_

Printed Name: JAMES RAY

Date: 3 February 1992

Executive Director:

A copy of this protocol will be kept on file at and a copy will be sent to the Archdiocese Vicar for Priests

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

### **MEMORANDUM**

TO:

Cardinal Bernardin

FROM:

Father Kealy NAK

RE:

Jim Ray

DATE:

January 13, 1992

1/13/92 This was manners. He is back.

Jim is on vacation in Michigan. He will be back later this week.

.

**AOC 018842** 



### **MEMORANDUM**

**DATE:** January 14, 1992

SUBJECT:

FROM: Father Edwin M. Conway

TO: His Eminence Joseph Cardinal Bernardin, Father Pat O'Malley

Father Andy McDonagh

Father Jim Ray and I have mutually agreed that he should be appointed here at Catholic Charities to act as a liaison to Health Care Ministries. I will remain the Director of the service but he is open to learning the "rules of the road" regarding Catholic Ministry and provide a much needed full time centering of this ministry.

With the movement of government more deeply into decision making, the need for religious to look at alternative ways of governing health ministry, and certain movement toward consolidation and development of partnerships; there is a need for a much more in depth, ongoing relationship with Health Ministry than I can provide.

Jim Ray seems to be a personable and bright fellow who can perform this ministry. We have gone over the attached job description and he realizes that it is one that will be developmental. He has also met many of the "players" involved in Health Ministry and Catholic Charities and has made a very good impression.

In order that Jim may continue to be nurtured through his own difficulties, he will work at Catholic Charities on Monday, Wednesday and Friday and as required by the Archdiocese.

I have switched him to the Catholic Charities payroll system and employee benefits system. The only thing I would ask of the Archdiocese is that they would send Catholic Charities an annual check or quarterly payments, whichever is easier, of \$10,092.00 which represents Jim's annual salary. All the other benefits, gasoline and transportation costs, educational costs, etc. can be picked up by Catholic Charities. Gradually, I hope to be able to find financing through grants and other initiatives that might begin to eat away at the cost of Jim's salary through the Archdiocese.

I think Jim will do well in developing relationships in Health Ministry in the Archdiocese.

840, 12) 10,092-00 16 49 48 12 I'm still trying to think through the possibility of a role in the disability area if there is a need for other men to serve in non-parochial settings.

P.S. If you wish to make Jim's appointment official you may utilize the attached draft copy.

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

January 14, 1992

Dear Father Ray,

I am happy to appoint you as a liaison to Catholic Health Ministry through the offices of Catholic Charities as an Associate Administrator. In fulfilling this role Jim, I am sure you will bring many of your talents and personal strengths to the much needed efforts to support and enhance this healing ministry within the Archdiocese.

Be assured of my prayers and best wishes in this role which is so vital to the witnessing of the life of the Church in the Archdiocese.

With cordial good wishes, I remain

Sincerely yours in Christ,

Joseph Card. Bernarden

Reverend James Ray P.O. Box 167233

Chicago, Illinois 60616-7233

cc: Reverend Patrick O'Malley, Diocesan Priests' Personnel Board, Reverend Edwin M. Conway



Off: (312) 642-1837

### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: Mr. Ray Ranas

FROM: Rev. Patrick O'Malley

DATE: Jan. 20, 1992

RE: Rev. James Ray

1. Fr. Ray is a client of our office. At this time he is being sent a monthly check. He will remain a client of my office even though he will be working for Catholic Charities.

2. Catholic Charities will pick up all his benefits, his gasoline and transportation costs, his educational costs, etc. Our office will continue to pick up the brunt of his salary. Therefore, I ask you to send the equivalent of a yearly salary of \$10,092.00 to Catholic Charities. This should be sent each month, with a monthly payment. This monthly payment should be \$840, beginning with the February pay check.

3. Thank you for doing this. Please feel free to direct any questions to our office if necessary.



### Off: (312) 642-1837

### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Jan. 29, 1992

RE: James Ray

<u>1.                                    </u>	Ι	<u>sp</u> oke	e to	Jame	s Raj	y to	day	аt	Cath	olic	Chari	ties.	H	is nev	, numbe	r the	ere i	is
		, E	xt.		Ji	m is	pre	eser	itly	spend	ling 3	days	a ı	week,	Tuesda	y, F	riday	/
				I bel						a	ind th	e oth	er :	3 days	at Ca	thol	ic	
Char	it	ies v	ıork	ing w	ith	EdC	onwa	ıy.	∍ He	seems	to b	e doi	ng i	well.				

2. Back in December, Jim had asked if he could go on vacation to California for one week in March. At the time we said yes, as long as all of our protocol was observed. He purchased the tickets and was recently concerned that he would not be allowed to go because of the change of protocol for the other priests

- that because he is keeping the protocol and doing everything that is asked of him, that he is being given the privilege of this vacation. I stressed to him that he made a contract with us and we with him. He is keeping his part of the contract and so we shall keep ours. I also told him the reason others were not is that they had not been honest with the contract.
- 4. Jim said he would stay in touch.

Feb. 17, 1992

Joseph Cardinal Bernardin Ø. O. Box 1979 Chicago, Il 66690

your Commence, I was aspalled at the way the removal of prieste from janobis was handled. Why could it not be announced that juste wice being transferred to administrative jobs, etc. Have a mailing taddress ready to give out for theme. A post office box does not tell one anything as to their where abouts-Would you want your elms told to the whole world. It is shot anyone's business as long as you are taking the right stips in this matter. All juiste who are jedoshites should be encouraged to get help- for it is a disease. The quiete are your Jamily, you there Shiphad, you ordained them and one doce not turn his/her back on family even when we don't approve of their actions. They all need enjegat. I cannot see locking them up is of any hely. There must be some type of work that is donitable with superación. Our hobyitale and muring hames need queits to administer to their needs. Maybe we need to carefully screen our men in the simenais before they become priests. Then we would not be hiding this and other problems. I would, also, like at this time to write in support of Father Jim Ray who is not a jedosphile.

Father Ray so one of the most caring, considerate and compassionate quieto this archibicuse's had wer had or will have. Our young people of today know a true and trust-worthy juish when they exe one. Everyone of weing are flocked to Father Jim Rong because he was there for all. Whether it was a worth group or serior citizen group, Father treated them all with great respect- Committees and organizations were large in number when he worked on them became Father worked right along eide of them - Father Ray would point a house for the four or sit through the night with a family at the hospital, He was there to enjoy to pay with us. We know Father Ray is a enjoyed of pay with us. ghist to be trusted. No one ever had to be apaid. of hime, Our family (5 children she grandchildren) Throws this as so diffall the janskiners who came in contact with Father Jim Ray. I hope and gray that you give this serious thought and not let the geople of bur auch droine suffer because of losing good, Christ like, questo, like Father Ray. The Church needs him - He would never do anything to cause have or abuse to any human being, Father Ray has always been a great support to our family through buth, illness, droose and dath, hapy times too. as to how you gell friends in the futine -Peace,



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Feb. 17, 1992

RE: James Ray

1. A young man, called (?), whose number is	
some time in the past to ask for a favor for Jim Ray. They asked if Jim coul	d
do their wedding which is coming up in April at St. Peter Damian parish. I h	ıad
already told Jim yes, he could do that marriage if it took place at another	
parish somewhat removed from St. Peter Damian's.	
2. However, the couple had already had their invitations printed and arrange	<u>) – </u>
ments made so they could not change the venue. I told when I spoke to	
him earlier that I would bring his petition before my Advisory Board,	

3. I spoke to today and told him that he would not be allowed to do it. He felt badly but seemed to accept it.



VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO: File (P. O'Malley)

DATE: Feb. 17, 1992

RE: Jim Ray

1. Jim Ray called to tell me he had just heard from his friend is so anxious to have Jim do the wedding he may be willing to switch it to another parish. Jim wanted to know if in that case he could perform the wedding if it was done in another parish.

2. I told him that that had been our original agreement and that I would abide by that. Jim also said that he had received a request from people up in Transfiguration who want him to perform a marriage on May 29, 1992. He asked what the disposition of that would be. I could not tell him at the time but I think I need to discuss this with the Advisory Board and get some kind of policy for Jim.

February 20, 1992

To: The Cardinal's Commission Archdiocesan Pastoral Center P. O. Box 1979 Chicago, IL 60690

The past few months have been very difficult and emotional for many of us at Transfiguration Parish. We've had to endure the loss of someone we considered a friend; we suffered through the Jubilee Mass with heavy hearts under the scrutiny of the media (it should have been a joyous occasion); and we've struggled to put our lives back together with a minimum of assistance from our spiritual leaders.

I am drawn to two levels of thought, one emotional and one spiritual. I'm not sure I can clearly express myself but I will try.

Emotionally, I feel abandoned by the very people whom I felt were chosen to protect and guide my spiritual growth. I have labored all these years under the premise that the hierarchy of the Catholic Church was governed by God's law and the chosen few upheld those doctrines through word and example. This, to me, is what separated us from the rest of the populi and the other Christian communities.

I attended several of the meetings held for the parents of Transfiguration School and walked away feeling more disturbed than comforted. For one thing, not once was a meeting opened or closed with a prayer. If we ever needed the power of prayer, it was then.

The representatives from the Archdiocese had no answers for their actions, were evasive in their responses and condescending to anyone who showed anger. I listened while the professional psychologist from the Archdiocese told us how predictable and natural our feelings were at a time like this. I wondered why, if this were true, a team trained in trauma intervention was not assigned to our parish the weekend of the announcement to help all parishioners regain their equilibrium. The confusion and half truths went on

far too long. By the time the parishioners who did not have children in school were acknowledged, most had formed an opinion on either hear-say or rumors or were too disillusioned to bother to attend when a meeting was finally scheduled. Many felt they were treated as an afterthought.

When the representatives were asked what was being done to help Father Jim, we were told that they were too busy avoiding questions from the media to deal with those issues. How could you uproot someone, sequester him from his family and friends and not have any form of treatment or support available for him immediately?

Father Jim was instrumental in healing a parish suffering from a lack of love. It was good for us to know him because it is difficult now for anyone who knew him to view him as a one-dimensional monster. However, for him to remain in our parish after the allegations had been substantiated and for him to become so involved with the children of our parish when his weakness was known to the Archdiocese was a disservice to him, the parents and the children of Transfiguration.

There are certain professions in which we have been raised to trust without question. The clergy, although sinners like the rest of us, should be beyond reproach when it comes to major flaws of character, especially when it may cause irreparable damage to the psyches of the people they have been vested to serve.

If a priest chose to marry, he would no longer be allowed to continue his duties, yet a molester is moved from parish to parish. Why? My husband was not able to receive communion until my first marriage had been annulled by the church, yet, a priest who is still engaged in an illicit act disperses the Eucharist week after week. How come? How do we teach our children and witness to each other about love and forgiveness and the mercy of God in a time when every family is afflicted in one way or another by some type of vice albeit alcoholism, drugs, promiscuity, etc., when the acts of the Archdiocese in the past few months have left me wondering if we are supposed to abandon those in trouble? Is this what Christ has taught?

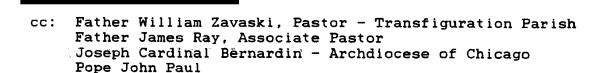
Is the church operating under a double standard? Are policies determined through public opinion and a "majority rules" consensus? Where does Christ fit into the management process of the church? Are lawyers and public relation consultants the Sadducees and Pharisees of the twentieth century?

You've asked for our input on how to deal with the existing policies and procedures relative to sexual misconduct by the clergy and other Church personnel. I would like to recommend turning to the Bible for your direction. Paul's letters to the Romans and Corinthians were quite clear regarding conduct and consequences.

It takes a great deal of courage to follow Christ. Sometimes His rules are not popular with society and many times we are prone to make them fit our lifestyle rather than change our lifestyle to fit His rules. I pray that you will make the right and loving choices, no matter how difficult they may be.

I want to thank you for allowing me to express my views on what has been a difficult and challenging time. Personally, it has been a time to question, reflect, meditate and grow. My faith has been tested and altered. Because of this episode, it has grown in strength. I hope and pray your soul will be touched by the love of Christ and strengthened through the days ahead.

Sincerely,





VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

TO:

Cardinal Bernardin

FROM:

Rev. Patrick O'Malley

DATE:

Feb. 25, 1992

RE:

Draft of response to

You asked me to draft a reply to the enclosed letter about Jim Ray. Here is a possible response:

Dear

I received your letter of Feb. 17 and I must say I appreciate the fact that you are so supportive of Fr. Jim Ray. He is a good priest and he will be a good priest for a long time to come. However, Fr. Ray did something that puts children at risk. That is a fact. No one knows this better than he does.

I'm quite proud of the way he

is progressing.

Your comments about Fr. Ray's ministry encourage me to reflect that he will be able to perform good ministry once again in the future. I commend you for your support of him and I recommend that you continue to pray and support him personally. He will surely appreciate that.

When you pray for him, please also pray for me and for all our priests and religious who are trying to do the Lord's ministry. I for my part will certainly keep you in my prayers.

Cordially yours,

Cardinal Joseph Bernardin



### Off: (312) 642-1837

### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

T0:

Mr. Andrew Pollard

Rev. Patrick O'Malley on

DATE:

Feb. 25, 1992

RE:

James Ray

1. James Ray is one of our clients. He works for Charities part-time. We reimburse Charities to the amount of \$841 each month to cover his salary. The Pastoral Center cannot pay out a salary to Catholic Charities.

2. I would appreciate it if you would set up a way by which \$841 would be paid each month to Catholic Charities to reimburse them for the full salary they are giving James Ray. This will be until further notice. Thank you very much.



MEMO from

CARDINAL BERNARDIN

To: Fr. O'Malley Date: 1/10/92

Par,

I thought you might the inferested in seeing this letter which was pend to the Commission — a copy of which was given to me

# Off: (312) 642-1837

### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS 800 NORTH CLARK STREET, SUITE 311 CHICAGO, ILLINOIS 60610

February 26, 1992

Rev. James Ray Post Office Box 167233 Chicago, Illinois 60616-7233

Dear Jim,

In our last phone conversation you had asked about a request that some people had made of you to perform a wedding in May at Transfiguration in Wauconda. I brought your request up to the Board and explained to them that from my understanding, whatever decision they would make you would abide by it. They're very aware that you personally have been working strongly at your recovery and have been observing your protocol very well. I personally think that that is a good sign for the future.

However, the Board felt that it would be too soon to allow you to go back to Transfiguration. It might send the wrong message to people. Besides that, it could easily become a media event since one of the major concerns right now is allowing men who have had allegations of child abuse back into ministry. We think that your situation is one that we're comfortable with at this time, but we don't want to call too much attention to it.

I hope this doesn't cause you too much disappointment. If you have any questions, don't hesitate to call.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

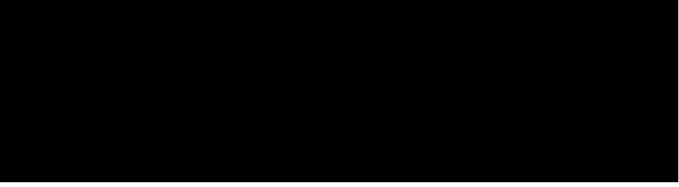


### CELEBRATING 150 YEARS

TO: File (P. O'Malley)

DATE: April 15, 1992

RE: Rev. James Ray



James Ray asked the other day if he could be on a regular schedule at Mercy Hospital for the 4 o'clock Mass on Saturday afternoon. Marty Hebda, the chaplain, has asked if he might serve. I had previously given Jim permission to say Mass at Mercy on an ad hoc basis when it would be necessary.

I talked to Bishop Jack Gorman of the Commission and it happened that the Commission was asking whether men have in fact been allowed back into some sort of limited ministry. I brought up Jim Ray's question and he will bring it before the Commission and we will get some kind of a feeling from them of how we should proceed on this matter. Jack will get back to me as soon as possible and I will report back to Jim Ray.



CELEBRATING 150 YEARS

Memo to File (POM) Re: James Ray 5/2/92

James came to see me on Friday, May 1, with two requests and an offer. Request number one — the Youth Minister at Transfiguration has asked him to join them in their sojourn to Appalachia. Jim has gone with the youth group in the past and they offer their help to poor communities there. On that sojourn would be 16 year olds and over and they would meet with another youth group from Michigan. If Jim was given permission to go, the youth minister would check it with the parents of the young people who are going and if anyone disagrees then Jim would not go. There would be a total of 8 teens and 2 adults. Jim has done this in the past, in 1991. He would not be alone with the kids, but always have an adult around.

I told him that it did not seem likely they would give permission but that I would run it past the Advisory Board on Monday.

The second request is that Jim is somewhat of an actor and has played in musicals before. He has received a request from people in St. Bart's in Waukegan to join them in a play called "Anything Goes". Rehearsals would begin shortly. It would be for two weekends in July. Normally there are no children involved in the cast.

Third, Jim suggested the possibility of a job for Jim Hoder at the University of Illinois as a part-time chaplain. He knows that there is money in the funding for that job and the job would be open as of July 1. It would be 20 hours a week and Jim would receive a salary from the Newman Center at the University of Illinois.



Memo to File (POM) Re: James Ray 5/2/92

I spoke to Joy Clough today about a call she has received from a reporter from the Elgin News Courier. They were asking for an update on Jim Ray. She did not know whether they had some other questions, but she did not want to be caught off guard. I brought her up to date on what is happening with Jim. I told Joy that Jim is not officially assigned although he is doing some office work at this point. He continues to get his care, supervision and his

I also briefed Joy on what is happening with the other fellows in case their names were brought up as well.

### SUPPLEMENT

T O

## INDIVIDUAL SPECIFIC PROTOCOL

### FOR JAMES RAY

I have reviewed, understood and agree to all requirements of The Residence Protocol, and the following items:

1) Unaccompanied out-of-house privileges include the following:

- Tue., Thu., Sat./9.00am-3.00pm/

- Monday

Catholic Charities - Mon., Wed., Fri./8.00am-4.00pm/
Classes at Loyola University Medical School - Tue./Thu./8.00am-4.00pm,
Sunday/14hours/, Monday thru Saturday/8 hours/-free/visits with family
classmates and friends, going to restaurants, movies, theatres, etc.,/
Celebration of mass at Mercy Hospital - Saturday

- 2) Prior approval for celebration of masses/at the places other than Mercy Hospital/ and other religious services such as wedding, baptisms, funerals, etc., must be received from the Archdiocese Vicar for Priests.
- 3) Visitation by previously approved visitors can occur at Room 408 or at the Community Room, all visitors must sign in and out at the Communit Room.
- 4) The following items from the Individual Specific Protocol dated 01-12-9 still apply to the resident:

the item 4/in order to leave boundaries of Archdiocese resident must receive permission from the Vicar/, the items 3.5-9.

Signed:

Printed Name:

Date:

May 5,1992

Executive Director:

A copy of this protocol will be kept on file at and a copy will be sent to the Archdiocese Vicar for Priests.



CELEBRATING 150 YEARS

May 12, 1992

Rev. James Ray Post Office Box 167233 Stevenson Expressway at King Drive Chicago, Illinois 60616-7233

Dear Jim,

I'm doing a lot of running about this week and so I wanted to make sure I got back to you for your requests. had asked if it would be possible to go on that Appalachian trip with those youngsters

They feel as I do that the best thing for you would be not to do youth work in future. We are quite certain that the Commission, when it makes its final report, will affirm that philosophy.

As for the second request about the play up at St. Bartholomew's,

matter of fact, last week Sr. Joy Clough received a call from an Elgin newspaper, I believe it was the News Courier, asking how things were going with you. They were asking for an update, I believe. This happened just shortly after you had made the request of me about that play. The newspaper interest highlights that the situation surrounding your past is still on some people's minds. We would prefer to let it subside for the time being.

I'm sorry to be so negative about these two instances, but I hope you understand where the Advisory Board is coming from.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

15 May, 1992 Dear Pat, I just wanted you to know that I am Barington on May 24th.

a shift tail cousin of mine and I've married all the kids in the family and done all the subsequent paptions. This will be the 10th. also, Dam tentatively pastring June 7th at SI Thomas the Grostle in O Crystal Lake is the youth minister at Transfiguration.
Also June 13-18 D will be in anaheim, California for the Catholie Healt Es Comman asked that I attend. as your Co-Vicar, I know you will make a good team! I hope all I going well for



Memo to File (POM) Re: James Ray 5/30/92

Jim called today to ask permission to go on vacation sometime in late July or early August. He would go out to see his brother in Portland. Because of the price war going on now with the airlines he wants to get his ticket as soon as possible.

I told him that he could go depending on how he followed the protocol He seemed to have no problem with that at all.

Dear Put,  Dear Put,  Swant to letyou know that I am not  doing a wedding on August 8th deaded				
Dear Put, Swant to letyon know that I am not	•			
Dear Pat, Swant to letyon know that I am not				
Dear Pat, Swant to letyon know that I am not	1992	31 May		· · · · · · · · · · · · · · · · · · ·
11			Dear Pat,	
11	not	Hyon know that I am	Quant to	ternet er ette hollen kollen til to terrette er ekkelen til somerr
			l L	No. of the last of
he wanted to love the wedding at I Peter Damis	Peter Damia	ne the wedding it of	he wanted to la	
and is going to do the wedding	-edding	is going to do the is	and	en maniferniter - manifer man, serveran en manager e semaner.
and Jam going to do a wedding at	line et	going to do a wed	Cind I am	
Immaculate Conception in Elmhust on July 18.	on July 18.	costin in Elmfust	Immaculate Con	
a from Wankegan. a family				
freed of the was going to	some to	uss	Treve of the	
do the weeling and is now not able to and	to and	and is now not able	do the weeling	
the point pied are not available.				
suggested be give me a call and see if I could	I could	me a call and see it	currented be ains	
do it. I told him I would be happy to doit.	to doit.	im Divould be homen	Most. Italy	
- all the explanation is to ledyou know why	are who	nation is to lefuse kn	- all this emp	
it is such a shot notes				
I hope you day and week are gaing well.	and well			
Take care			Takecone	
		<u> </u>		
Dimhour	THE STATE OF THE S	Vin Lou		OF AN STREET COMPANY AND APPROXIMATE AND STREET AND STR
	Parket Standard College Colleg			
	-			
	City, were to the Conference of the Conference o			
				***



Central Offices: 126 North Desplaines Street • Chicago, Illinois 60606-2357 • (312) 236-5172

10 July, 1992

I want to let you know that I am baptizing Dear Pat, , daughter of at St anastasia on august 16 th. august 18-31 I am going near Portland, Oregon. September 20-25 I am attending the Catholie Health administrative Personell Program at St. John's University in New York. I I can swing it, I hope that I might be able to visit my brother and aunt in Connecticut for the weekend before flying home. I will be attending the second half of It CHAPProgram in May. I talked to you about a long wedkered in Washington D.C. It looks like Imay be planning that for October now. I will let you know.

# PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

ADMINISTRATOR Rev. Edwin M. Conway

**EXECUTIVE DIRECTOR** 

Donald W. Kent

DIVISION MANAGERS Patricia J. Kolak Jack Madden Walter H. Ousley Dorothy A. Reith Rev. Charles T. Rubey Paul R. Sublewski ASSOCIATE ADMINISTRATORS
Rev. Msgr. Ignatius D. McDermott

Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith CONSULTANTS

Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan



Serving Cook and Lake Counties



also, Jim Hoder will begin working part time at the University of Selinois Hospital in August. Jim will be working Sunday, Monday and Tuesday for four hours lack day. He will not have to be on call. The University of Illinois Campus Ministry (responsible for pastoral care at the hospital) will pay fin \$500.00 a mosth. This is beginning in august. I hope your summer is going well are that you have time to get away for R+R. Take care.

Jim Ray

# PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Patricia J. Kolak Jack Madden Walter H. Ousley Dorothy A. Reith Rev. Charles T. Rubey Paul R. Sublewski ASSOCIATE ADMINISTRATORS Rev. Msgr. Ignatius D. McDermott

Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith CONSULTANTS

Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan



Serving Cook and Lake Counties



### CHICAGO

# CELEBRATING 150 YEARS

August 1, 1992

Rev. James Ray

Dear Jim,

Unfortunately, when you called on that Friday morning I was in the midst of an important conference regarding another situation and I was kind of caught off guard by your call. Upon reflection afterwards, I realized that you had been very hurt and very angered by the situation on Wednesday morning when reminded you of the protocol.

I think I understand your feelings of anger and hurt. In addition, I have my own feelings about being in the position of having to administer the protocol over at that It's not one of my most favorite jobs.

What came up at the meeting on Tuesday night was that several of the people who are in charge over there and merely doing the work that they have been contracted to do felt that there was some slippage in the observance of your protocol. They did not think it was serious, but they did think that it should be called to your attention. We discussed it for a few minutes and I said, well, call it to his attention. Nobody expected it or wanted it to be a big thing. We all acknowledge that you have been cooperative in observing the protocol and, quite frankly, that is why you have more freedom over there than some of the other fellows.

So I am sorry if it caused you hurt or anger, but it is something that we had to do. Perhaps it could have been done in a better way and that we have to look at. We decided that from now on, on that Tuesday evening once a month, we would ask every one of the men to be present and have each fellow come in and sit with the group for a few minutes. At that time, difficulties can be aired and adjustments can be made without any surprising messages. I think that will be helpful both for you and for the staff

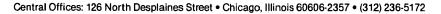


# CELEBRATING 150 YEARS

We're not looking to make the experience any more painful than it already is. At any rate, again I apologize if we did not handle this properly and I hope that we can avoid similar situations in the future.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests





4 September, 1992

Dear Pat,

Welcome back from a much deserved vacation. I hope you had a restful time and were able to forget about all that's going on around here.

I am writing to remind you that I will be in New York at St. John's University for the Catholic Healthcare Administrative Personnel Program, September 20-25. And then I am going to my brother's in Connecticut for the weekend and will return September 28th. Then on October 8th I amflying to Washington D.C. to visit for the weekend.

Also for your information, effective the week of September 7th I will be cutting back to one day a week

Thursday I will use as a day for myself for R&R.

I hope all continues to go well for you. Take care.

PLEASE RESPOND TO:

Catholic Charities Near North Center 721 North LaSalle Street Chicago, Illinois 60610 (312) 266-6100

EXECUTIVE DIRECTOR

Donald W. Kent

Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith CONSULTANTS Rev. Msgr. Vincent W. Cooke

Rev. Msgr. Bernard M. Brogan





# VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

October 12, 1992

Rev. James Ray

Dear Jim,

I checked with some legal beagles about your question about address. Their sense was that using the post office box for your driver's license would be no problem. They feel that if you are registering for voting, obviously you have to give a distinct, specific address. The use of 2520 would be proper at that point.

I asked about having your parents' address as your alternate address and they said that the presumption of having an alternate address like that is that the person is going to be living there for some substantial amount of time. Since that is not true in your situation, it would be better not to use it.

So, for the checks and for the license, the P.O. box should suffice. For voting, 2520 is the proper address, I suppose. But you probably already know that. Any way, I hope this is helpful. If you have any more questions, don't hesitate to call. I enjoyed our meeting the other day on our day off.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests



Archdiocesan Offices: 126 North Desplaines Street • Chicago, Illinois 60661-2357
Telephone (312) 236-5172 • FAX (312) 263-4290

25 October,1992 Convocation sponsored by the Chicago Association of Catholic Chaplains and the Archdiocesan Coordinators of Ministers of Care.

(I am on the coordinating board for the C.A.C.C.)

27 October, 1992 AIDS meeting sponsored by CAtholic Charities and C.H.A.M.C. (I did the opening prayer)

10 November 1-9-9-2 Hospital'-Parish Relations Committee Day-Collaboration in the 90's. (C.H.A.M.C.)

30 November 1992 Regional meeting for C.A.C.C. at St. Francis Hospital in Blue Island.

2 December, 1992 Regional meeting for C.A.C.C. at Resurrection Hospital.

3 December, 1992 Regional meeting for C.A.C.C. at Oak Park Hospital.

17 December, 1992 Mass at St. Julianna, Chicago for the St. Vincent De Paul Society.

EXECUTIVE DIRECTOR

Donald W. Kent

CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan
Rev. Msgr. Ignatius D. McDermott
Rev. James M. Ray



CATHO COMPASSION IN ACTION SINCE BY

Archdiocesan Offices: 126 North Desplaines Street - Chicago, Illinois 60661-2357 Telephone (312) 236-5172 • FAX (312) 263-4290

30 November, 1992

Dear Port, Here is the list of the more public meetings I am attending with my work at Catholic charities. There are many other meetings I am attending for

CHAMC + CACC, but they are not public

also, just a reminder that January 1-9 I will be on my anual ski trip to Bayne Maurtain,

Nichigan.

I hope you have a blessed and not too heatie advent + Christmas season.

Take care,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. John J. Quinn Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. Msgr. Ignatius D. McDermott

Rev. James M. Ray



Serving Cook and Lake Counties



Archdiocesan Offices: 126 North Desplaines Street • Chicago, Illinois 60661-2357 Telephone (312) 236-5172 • FAX (312) 263-4290

8 December 1992

Dear Pat,

For the next six months I will be helping out on some weekends at Roldolabata Villa in Wheeling. I will some weekends at Roldolabata Villa in Wheeling. I will celebrate Mass on Sunday morning and on Saturday I will celebrate Mass and hear Confessions afterward. My will be a second as a second and hear Confessions afterward. My will be a second as a second and hear Confessions afterward. My will be a second as a second and hear Confessions afterward. My will be a second as a second and hear Confessions afterward. My will be a second as a second and hear Confessions afterward. My will be a second as a second and hear Confessions are a second as a second and hear Confessions are a second as a second

I hope you have a blessed Christmas season.

Jin Ray

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR
Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith

Rev. John J. Quinn Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. Msgr. Ignatius D. McDermott

Rev. James M. Ray





### **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

December 9, 1992

Rev. James Ray Post Office Box 167233 Chicago, Illinois 60616-7233

Dear Jim,

I received your letter outlining what you will be doing in the next couple of months. I need to say two things. I do not know whether you saw the article in the Tribune on December 9 which has a statement from John O'Malley saying that priests who have committed misconduct with minors will never be allowed back in ministry. The statement by John O'Malley was taken out of context. He was speaking about men being returned to parish life, not ministry in general. Unfortunately, the Tribune picked it up as a general statement about ministry for men involved in such misconduct. The Cardinal made quite clear at his September press conference when the new norms were released that, as far as he was concerned, men would not return to parish life. He did say at that time that under certain circumstances they could return to limited ministry. His stand has not changed and I wanted to reassure you of that.

With regard to your working at Addolorata Villa and helping out, we're very grateful. That helps us to keep the Villa open as a future spot for some of our older priests who might be looking for an alternative to parish ministry. I would ask you though, not to publicize the fact that you are helping out there. By that I mean, do not spread the word around among your friends. Just do the work in a simple, competent fashion as you always do and let it be. Again, the climate is such that drawing attention to even your limited ministry could be problematic at this time. I appreciate you keeping me informed of these matters. I hope you have a good Christmas and that your time away will be profitable.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

### INDIVIDUAL SPECIFIC PROTOCOL

# for Reverend James Ray

I have reviewed, understood, and agree to all requirements of The Residence Protocol, and the following items:

1) Unaccompanied out-of house privileges include the following:

Mercy Hospital/meals/ - every day Catholic Charities - Mon. thru Fri. exept Thu.

Celebration of mass at Mercy Hospital - Sat.

Visits with family, classmates and friends - every day Social events/dining, movies, theatres, shopping, etc., / - every day

- 2) Attendance at all activities and the specific names, addresses, time, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason(s) the mentioned requirements cannot be met, resident is obliged to call in and update a staff member about his whereabouts. The phone call should be made as soon as possible /as soon as change(s) in individual's schedule has been made/.
- Resident is accountable for his own time and is required to support his attendance at social events with physical proof /i.e., movie ticket, receipt from restaurant, etc./
  A staff member will verify the resident's whereabouts by calling the place of his destination (three calls a month required) if such a proof cannot be provided /i.e., visiting family, friends, dining at private residences., etc/.
  Unsuccessful attempts to reach resident when out-of-house will be followed by writing a memorandum. Such a memorandum will be kept on file at
- 4) In order to leave boundaries of Chicago metropolitan area resident must receive permission from the Vicar or his designate

- 5) Prior approval for public celebration of masses and other religious services such as weddings, baptisms, funerals, etc., must be received from the Archdiocese Vicar for Priests or his designate.
- 6) Any contraband materials/i.e.,alcohol,pornography/ can be confiscated by any staff member. VCR is not permitted at resident's apartment unless permission has been granted by the Vicar and/or the treatment team.
- 7) Visitation can only occur only at apartment # 408, visitors must sign in and out at the Community Room.
- 8) No one under the age of eighteen is permitted to be at the residence unless prior approval has been received from Executive Director ,treatment team and/or the Vicar for Priests or his designate. Meetings with minors, in and out of the residence, can take place only in the presence of an approved companion.
- Any deviation and/or non-compliance with requirements of this protocol will be addressed by Executive Director and/or designate and may be grounds for modification of currently existing arrangements regarding resident's stay at Such a modification will be collectively determined by the Archdiocese Vicar for Priests and/or designate in conjunction with the residence Director

  In case of emergency, any staff member can modify this protocol until an administrative decision can be made by Executive Director and/or designate.
- 10) In order to change this protocol prior approval must be obtained from The Archdiocese Vicar for Priests and/or treatment team.
- 11) This is a working document which can be changed, altered or superseded when there is an indicated need to do so.
- 12) A copy of this protocol will be sent to the Office of the Archdiocese Vicar for Priests.

## VICAR FOR PRIESTS

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/20/93 Re: James Ray

I spoke to James Ray on the phone today and informed him that he would not be able to say the funeral at St. Peter Damian parish. Some people had asked if he might return to say the funeral of a very elderly man who was close to dying.

Ray informed me that he is having a funeral on this Monday at Immaculate Conception parish here in the city. He also informed me that he will be in Alburquerque next week for 5 days at a National Catholic Hospital Convention.

I told Jim that he would be receiving a letter from me and John asking him to come in so that we could explain where his situation is at the present time vis a vis the Advisory Board. He will make an appointment when he returns from Alburquerque.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574

Telephone (312) 266-6100 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

23 February, 1993

This is just a note to let you know that I did a funeral at Immaculate Conception, did a funeral at Immaculate Conception, North Park on Monday, February 22nd.

North Park on Monday, February 22nd.

and February 27-March 4 I will be in allowing a meeting albuquerque, New Mexico attending a meeting appointment by the Catholic Health association sponsored by the Catholic Health association for directors of pastoral case departments.

Take come.

Jim Ray

ADMINISTRATOR
Rev. Edwin M. Conway

DIVISION MANAGERS Michelle A. Arnold Jack Madden Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS
Rev. Roger J. Coughlin
Rev. Charles T. Rubey

Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. John J. Quinn Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Msgr. Ignatius D. McDermott



EXECUTIVE DIRECTOR Donald W. Kent

Serving Cook and Lake Counties



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

15 March, 1993

126 North Desplaines Street Chicago, Illinois 60661-2357

**COMPASSION IN ACTION SINCE 1917** 

Dear Pat. I just want to let you know that I am going to be in Florida for a short vocation March 21-27. On unexpected apportunity came up and I grabbed it. also during april and May I will continue telping with weekend Masses at addolorata Villa. The Schedule at Villa is: april 3, 10+11, 17+18, 24+25 May 1, 8+9, 15+16, 12+13, 29,130. hopes that Fr. Marin Sning will be on board at the Villa by June 1st. also I have been asked to do two weddings in June. One is a young man from St. anastasia an June 5th. The other is a young man from Bartlett on June 20th. This wedding is in a Greek Onthodor church in Northbook and I will be in the sanctuary. I'll let you know the name of the church I hope all is going well

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Kathleen J. McGowan Walter H. Ousley

Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubéy Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan
Rev. James M. Rav

ACCREDITED

OF SERVICES FOR FAMILIES AND CHILDREN, INC.

## **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 4/15/93

Date: 4/15/93 Re: James Ray

On 4/13/93 Jim Ray and I met to talk about his present situation. We cleared the air in regards to whom he has to go to get permission for workshops, overnights, vacations. I told him that since those involve the protocol of the house, he should be in touch with Sidlowski on those matters. I also told him that he should bring Sidlowski up to date as to his own situation and how he has complied with the protocol over the past year and a half.

As far as requests to do specific acts of ministry in the future, I felt that those should be run past our office here and I can check them out with the Advisory Board. I am speaking principally of individual acts of ministry such as baptisms or funerals or weddings with people from his past. Any major change in protocol obviously would have to go to the Cardinal first and then to the Review Board.

I have submitted a memo to the Cardinal passing on Jim's request that he be allowed to work one night a week at St. Francis Hospital in Evanston from 5 PM to 8 AM. He would be on for emergencies and preparation for people going in to operations. I will await the Cardinal's response on this matter.

Jim will be talking with Sidlowski to let him know who he is. Jim also brought up the question about whether there would ever be an opportunity to do weekend parish help in the future. I said I did not know but that he might be a key person who could bring this question to the Cardinal and then to the Fitness Review Board sometime in the future. I did not see it as a real possibility for another couple of years. By then, the Board will have been in operation for a while, and they will have observed how protocol is kept by various priests and by Ray in particular. They will be in a better position at that juncture to make a decision about this matter.

## VICAR FOR PRIESTS

# 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo

To: Cardinal Bernardin From: Rev. Patrick O'Malley

Date: 4/15/93 Re: James Ray

I met with Fr. James Ray this morning to talk about his relationship to the Fitness Review Board. As you recall, you ruled that his situation will not be going before the Review Board unless he asks and you agree with the petition for a change of protocol.

Jim brought up a request that he has received from the Director of Pastoral Care at St. Francis Hospital in Evanston. They have asked if one night a week, from 5 PM until 8 AM the next morning, he might be willing to be on call at St. Francis. He would stay at the hospital and would be on for any anointings and also for those people who may be going up for surgery the next day.

My question to you is whether this is something that needs to be run past the Fitness Review Board. You may wish to decide this on your own or you may wish to run it past your own advisory board at our next meeting. Please let me know how to proceed and I will bring it up at the next meeting if necessary.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

27april, 1993

Chicago, Illinois 60661-2357 **COMPASSION IN ACTION SINCE 1917** 

Dear Put,

I want to put in writing for you what is coming on my agenda. On May 9th I am

Evangelist in Streamwood.

brother and sister. On thay 22nd I am doing a scripture reading at the wedding of

family is from Bartlett, but the wedding is at a protestant church aut in Rochford.

May 13th-16th I will be at my brother's in

Connecticut and then the 16-21 of May I will be attending a class at St. John's University in

New York City. June 5-10 I will be in Convention. June 20th for the Catholic Health association

I will be participating in the wedding of. the Basele Church in Northbook. I still have not gotten

about the wedding an

ahe con

**ADMINISTRATOR** Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

**DIVISION MANAGERS** Michelle A. Amold William G. D'Arcv Kathleen J. McGowan Walter H. Ousley

Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Roger J. Caughlin Rev. Charles T. Rubev

Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan

Rev. James M. Ray



# **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 5/14/93

Re: James Ray

I met with James Ray for 45 minutes on May 12, 1993. I discussed with him his request to work at St. Francis hospital. He told me that they had asked him if he was available.

I told him that the Fitness Review Board is presently reviewing another situation and that when that comes to some conclusion we will be in a better place to tell Jim what his future ministry will be.

Jim relayed how badly he felt when his protocol was changed back, but he seems to understand where Sidlowski is at at this time. I suggested the possibility of Jim and myself and Sidlowski sitting down together so that we may have a better understanding of the situation and Sidlowski may be more open to a looser protocol with Jim.

Jim will make the arrangements with Sidlowski for that session.

## **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File From: Rev. Patrick O'Malley Date: 6/11/93

Re: James Ray

Jim Ray called me today to let me know that the wedding at which we are permitting him to assist is being held in Waukegan at a Greek Orthodox Church. The girl is from that religious persuasion and lives in Northbrook. The boy is from Bartlett. Jim had thought that the wedding would be held near Northbrook, but she apparently goes to Waukegan to I gave him permission.

He has received a request from Bob Tonelli of St. John's in Streamwood. Bob and his associate will not be available to do a wedding on Saturday, Aug. 14, at 3:00. They asked Jim if he could do it. Jim does not know either of the people and for that reason would be anonymous to the couple. I told him that I would get back to him on that.

CATHO COMPASSION IN ACTION SINCE 1817

Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 266-6100 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

/ July, 1993

Dear Pat. I just want to fill you in my plans for the near future. I got the ok from Steve Sidlowski on these. The weekend of July 24+25 Dam going camping at the Warren Dunes in Michigan with some friends from July 29- august 9ch Dam autside Portland, Oregon going to my brother We are probably going company at yellowstone Notions Parke. and then some weekend in the fall I am going with from Bartlett to Their house in Salena. I have not chosen the weekens yet. and as I talked to you on the phone I am celebrating -Mans at the Marian Come Center for the Februar Sisters Take can, July 4,5,6+7.

ADMINISTRATOR

DIVISION MANAGERS Rev. Edwin M. Conway Michelle A. Arnold Jack Madden Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey

EXECUTIVE DIRECTOR Paul R. Sublewski Donald W. Kent Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. John J. Quinn Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Msgr. Ignatius D. McDermott ACCREDITED

Serving Cook and Lake Counties

# **VICAR FOR PRIESTS** 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley Date: 7/19/93

Re: James Ray

Jim Ray will be camping with his brother from July 29 to August 9. He will be in Yellowstone and Glacier National Parks. He asked what would the necessity be for calling in. I told him that if he would call in on August 3 and August 6 to Bernadette, that would be helpful. This is what we did last year. In the meantime, he will continue to call in every day as usual and his situation will be reviewed around September 1. We had set a date for September 15, but I will be out of town at that time and September 1 seems a more appropriate date.

# INDIVIDUAL SPECIFIC PROTOCOL

# REVEREND JAMES RAY

I have reviewed, understood, and agree to all requirements of this protocol:

1. Unaccompanied out-of-house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Mon. thru Fri. except Thurs. Mass at Mercy Hospital and Addolorata Villa - Sat. Visits with family, classmates, and friends, social events, dining movies, theatres, shopping, etc., - everyday.

- 2. Attendanace at all activities and the specific names, addresses, time, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason(s) change in individual's schedule has been made, resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof i.e. movie ticket, receipt from restaurant, etc.,. Resident is not required to call in each day. The Executive Director will be required to call the resident one time per week. Unlisted, unpublished, and mobile telephone numbers will not suffice. Unsuccessful attempts to reach resident when outeof-house will be followed by writing a memorandum Such a memorandum will be kept on file at the In case of repeated violations copies of original memoranda will be forwarded to the Office of the Professional Fitness Review Board Administrator and the Vicar for Priests.
- In order to leave boundaries of Chicago metropolitan area resident must receive permission from the Executive Director and the Vicar for Priests.or designate.
- 5. Prior approval for public celebration of masses and other religious services such as weddings, baptisms, funerals, etc., must be received from the Vicar for Priests or designate.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by my staff member. VCR (s) are not permitted at resident's apament unless permission has been granted by the Executive mector and/or designate.

The state of the s

- 7. Visitation can only occur at resident's apartment. All visitors must sign in and out at the Community Room.
- 8. No one under the age of eighteen is permitted to be at the resident unless prior approval has been received from the Executive Director and/or designate. Meetings with minors, in and out of the residence can take place only in the presence of an approved companion.
- 9. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designated and may be grounds for modifications of currently existing arrangements regarding resident's stay at . Such a modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate with conjunction with the Executive Director . In case of emergencies, any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 10. In order to change this protocol prior approval must be obtained from the Vicar for Priests and/or designate.
- 11. This is a working document which can be changed, altered or supersec when there is an indicated need to do so.
- 12. A copy of this protocol will be sent to the Office of Professional Fitness Review Board Administrator and the Vicar for Priests.

SIGNED:
PRINTED NAME: Jim Rosum
EXECUTIVE DIRECTOR
PRINTED NAME: BernADETTE M. CONVIOL
DATE: August 31 1993
. 1



### VICAR FOR PRIESTS

# 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Memo

To: Mr. Steve Sidlowski From: Rev. Patrick O'Malley

Date: 9/1/93 Re: James Ray

Bernadette Connolly and I met with James Ray on Tuesday, 8/1/93. Upon reflection, I feel you probably should have been present at that meeting. At any rate, we talked over Jim Ray's protocol. You may recall that we had made an agreement over the past several months that he would call in every day. This particular protocol had been relaxed sometime back and Jim had a problem when it was put back on. At any rate, we said we would review this protocol in September. I wanted to do it before I went away so I moved it up on the calendar and forgot to inform you.

At any rate, the fruit of our discussion was that we agreed that, since James Ray had complied in every way with our stepped up protocol, we could loosen up on the requirement to call in daily. Bernadette affirmed that Fr. Ray has been totally reliable in following whatever protocol has been given him. She and I both agreed that he could revert to the less stringent protocol. This would mean he would have to call in once a week. All other aspects of the protocol are still in place. He will have to notify us where he is every day and of course he can be called by us for purposes of check-up at any time. (Bernadette will call Jim twice a week at random to confirm his whereabouts.)

Bernadette will write up a new protocol for James Ray. We should send a copy of that to you. If you have any concerns about this, please notify Bernadette. I will be out of town until the final week of September.

John Canary and I have continued to talk about the housing for men who are under supervision. In our minds, James Ray is somewhat of a special case. He does not have a history of misconduct other than two instances.

It has been almost two years since he was removed publicly from his parish in Wauconda. During the time of his recovery, Jim has been most cooperative in every manner. He works for the archdiocese with Catholic Charities and is making a contribution.



# Off: (312) 642-1837 Fax: (312) 642-4933

# ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

We would like to explore with you and with Jim the possibility of him living in a setting where there would be no school around, perhaps a rectory of a parish without a school. He would not take part in any of the parish activities. He would merely have that place as a residence. The other priests in the house would know of his situation and would be on-site monitors. He would check in with them mornings and evenings when he came and went. He could continue to be under the guidance of Bernadette Connolly in his overall protocol. She could meet with him regularly either in person or by phone to keep abreast of his circumstances.

I have talked to Fr. Paprocki about this, to Fr. Canary, and to Bernadette. I have also mentioned it to Jim himself but only as a remote possibility. All are open to it at this time as long as proper safeguards are in place. I would ask you to consider this as a possibility. I do not foresee this taking place any sooner than a month or two. If people give a go ahead on the idea, then we could move towards trying to find a place. It probably should be run past the Advisory Board. We do not think at this time it is necessary to run it past the Fitness Review Board.

## **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo

To: Steve Sidlowski

From: Rev. Patrick O'Malley

Date: 9/1/93 Re: James Ray

James Ray was removed from his parish for misconduct in November of 1991. From the beginning of December, 1991, until the middle of January, 1992, a period of six weeks, James Ray received no salary whatsoever from the Archdiocese. He only recently pointed this out to me when it became apparent that his check would be docked 10% each month to help pay for expenses that have been incurred in this entire situation of misconduct.

In justice, he is owed a salary for those six weeks. Could you put in a request to the Pastoral Center for back salary for six weeks? The components of that salary would be prorated according to the salaries that the men were receiving at that time. There would be a base salary of \$ 501.00, a transportation allowance of \$ 380.00, a seniority increment of \$ 140.00, all of which would come to \$ 1,021.00. Add to that \$ 1,021.00 the figure of \$ 510.50, which is the amount he would receive for two weeks and you have a sum total of \$ 1,531.50 for the six weeks.

I would appreciate it if you would have a check sent directly to James Ray for that amount. If there is any problem on this matter, please contact Joyce. Thank you very much for your attention to this concern.



# VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

September 1, 1993

Rev. James Ray Cardinal Stritch Retreat House Post Office Box 455 Mundelein, Illinois 60060

Dear Jim,

I have sent a memo to Steve Sidlowski asking him to draw up a check for you for the amount of \$ 1,531.50 as back pay for six weeks from December 1, 1991 until January 15, 1992. According to the figures that Sr. Joyce worked up, at that time an associate received \$ 501 per month basic pay, \$ 380 for transportation, and \$ 140 for 16 years of seniority at \$ 105 per month. The sum total for a month would be \$ 1,021 and the total for six weeks would be \$ 1,531.50.

There may be some red tape getting this request through the Pastoral Center. If there is, I will be in touch with Steve Sidlowski and sooner or later, from some source or other, we will get you this money. Have patience.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

# **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. John Canary Date: 9/18/93

Rev. James Ray Re:

1 - Jim Ray called on Sept. 15 to ask for permission to go to
Medjugorge from Oct. 4th-18th. I asked him whether his
protocol would allow for this. He mentioned that he has taken vacations before. This is an opportunity to go for free. He said that he would be traveling with Fr. Charlie Becker.

2 - I asked him to speak with Fr. Becker and to inform him of the restrictions that he was under, namely not to be in the company of minors without an adult. I asked him to request that Charlie be his monitor while he is away. I asked him to mention to Fr. Becker that I would check with him upon their return from their trip to see if Fr. Ray had kept the protocol.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

22 September, 1993

**COMPASSION IN ACTION SINCE 1917** 

Dear Pat, Welcome home from vacation! I hope you had a relaxing and good time. I just want to fillyon in on what I am going to be up to for the next few weeks. Octobre 3rd I am doing a paption for family friends of St. John of the Cross in Western Spring October 4-18 I am going to Bosnia (Idon't know hour to spell Medjugoie.) I've talked to John Canany about that. November 6+7 and December 11+12 I am calchating Mass at addolorata Villa in Wheeling

Take cone.

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin

Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS Rev. Msgr. Vincent W. Cooke

Rev. Daniel M. Holihan Rev. James M. Ray





Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

4 October, 1953

**COMPASSION IN ACTION SINCE 1917** 

Dean Pat.

I am leaving tought on Ceshoolovenshe Gers (Geschoslovak airlines), flight 611 for Prague at 8:40 PM. We then fly from Prague & gagnet and by bus to Medjugge, arriving sometime Tuesday evening. Right nom I do not know where I am staying a real tip of faith! On Similary 17 October we fly from Zagreb to Prague and spend the night there. On Monday, O tobe 18th wefly flight 610 arriving in this ago afort 6:40pm. If I learn anything more at the airport tonight I will stick it will this letter as mail it from the airport. Take cone and Itll talk to you when I get

**ADMINISTRATOR** Rev. Edwin M. Conway

EXECUTIVE DIRECTOR

Donald W. Kent

DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Kathleen J. McGowan Walter H. Ousley

Everett T. Petlicki Rev. Charles T. Rubey Paul R. Sublewski Wendy S. Thomas

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. James M. Rav

ACCREDITED

SERVICES FOR FAMILIES AND CHILDREN, INC.

Serving Cook and Lake Counties

# **ACKNOWLEDGEMENT OF MISCONDUCT POLICIES**

	I acknowledge that I have read and am familiar with the Archdiocesan policies and procedures regarding sexual misconduct with minors, adopted September 21, 1992.
i i	Please send me a copy of these policies and procedures.
	Signature:  James Man  Name (printed):  P.O. By 1672 33  Official City, State, Zip:  Checkson, TL 606/1-7233
1	

Ken. James Kay

# Diocesan Priests' File Checklist

<u>/</u>	Acknowledgement of Misconduct Policies, dated $\frac{16/4/93}{25}$ Curriculum Vitae, dated $\frac{5/6/75}{25}$	
	Personal Inventory, dated	
/	Photo (for assignment card kept in Suzie's office)	

Please list any other important documents that are in this file:

# **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 10/19/93 Re: James Ray

Fr. James Ray just returned from Medjugorge and reported in this morning at about 9:30. He said the trip there was very faith-filled and very interesting.

I spoke to Ray about the possibility of looking into an alternate residence with monitoring. I mentioned Immaculate Conception and I decided that what we would do is the following:

- 1 I would bring this matter to the Advisory Board to see if they are open to it.
- 2 I would then sit down with James Ray to talk about the strategy for approaching the community at Immaculate Conception on North Park Street.
- 3 If that does not work with North Park and they do not feel it would make sense, I would then continue to work with Ray for an alternate residence. All of this depends of course on receiving an OK from the Advisory Board.

## **VICAR FOR PRIESTS**

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo

To: Mrs. Rita Mongan

Professional Fitness Review Office

From: Rev. Patrick O'Malley

Date: 10/27/93

Re: Rev. James Ray

Our client, Rev. James Ray, has been getting paid by Catholic Charities but they have not been receiving the normal monthly check from us. They last received a check from PRMAA early in July.

We therefore owe them for the full months of July, August, September and October of 1993. That would be 4 months at \$625.50 per month. A check for that sum total should be sent to Jim Degas at Charities. The misunderstanding arose because Charities thought the money had continued to come in after July of 1993..

**VICAR FOR PRIESTS** 

645 NORTH-MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File From: POM

Re: Rev. James Ray

11/26/93

I spoke to Bernadette Connolly on 11/26/93 regarding the protocol for James Ray.

She reminded me that, in September, we had loosened Ray's protocol because of his past compliance. He calls in once a week, she calls him twice a week at random.

We discussed some tightening up measures resulting from the recent disclosure about his activities while in Split, Yugoslavia. (See Ray25.)

Fr. Cnary and I will meet with Ray to discuss his past protocol, his present status, and future protocol. Until that meeting on 11/29 when the protocol will be finalized, the following suggestions are in order:

- 1. Ray will not be allowed any overnights or vacations away from the program until further notice. If he has days off, or takes a vacation from Charities, he must spend it in the confines of the program at the retreat house if necessary. He will not be permitted to go on trips with or for Catholic Charities. This may be reviewed next year at this time.
- 2. Ray will be expected to call in every four hours each day until further notice.
- 3. Ray's ministerial duties are limited to offering Mass in a private or semi-private setting (such as with others at Catholic Charities). There will be no outside ministerial functions such as saying Mass publicly, weddings, baptisms, funerals, etc. until further notice. This may be reviewed in one year.
- 4. Ray will continue to maintain his position at Catholic Charities, though his hours may be limited some

# Off: (312) 642-1837 Fax: (312) 642-4933

# ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

5.

6. Ray will be expected to return to his residence every evening, Monday to Friday, by 7-PM (no later than 8-PM) for ourself...

On Saturday and Sunday, his schedule will be as follows - ??? near the last by You am 8:00 the heart of at work.

7. Discussion about alternative housing is put on hold until further notice.

The whole purpose of this change in protocol is to impress upon Fr. Ray the seriousness of his breech of conduct. He has undermined our trust in his reliability and he has put the entire program of aftercare and supervision at risk.

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/3/93

Re: Rev. James Ray

Fr. Canary and I met with Fr. James Ray on 12/1/93. We set the context for the meeting by telling him of the discussion that took place at the Advisory Board meeting of 11/22/93. We told him of the restrictions that would have to be put in place in his life. We told him how disappointed everybody was in his behavior and how it certainly put not only himself but also the Archdiocese as well as other people at risk. We told him that it would be very difficult for him to reestablish trust again.

At one point Fr. Canary did say to him that he ought to consider whether in fact he could ever get back to a point where his priesthood would be somewhat normal again. We delineated the restrictions and the protocol to Fr. Ray. We told him that we would send a copy of this protocol to Bernadette Connolly and she would share them with Ray. They will go into effect on Monday, Dec. 5, 1993. She will send me a signed copy of the protocol.

I spoke to Bernadette Connolly on 12/3/93. She told me she had a long meeting with Ray for over two hours. She conveyed to him her disappointment and hurt as well as her conviction that he had really put others at risk. She reiterated our conviction that any kind of normal priesthood for him in the future is doubtful at this time. Bernadette said she talked to James Ray about the possibility of him even leaving the priesthood. She is not sure whether he truly understands how his behavior has impacted on so many people.

# INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

 Unaccompanied, out of house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, one free day per week, as designated

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in every four hours each day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program until further notice.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities or with the priests at the Retreat House. There must be no other public ministry of any sort. This includes Mass, Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.

- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House CDM or his residence for supper each evening, Monday through Friday. On his day off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- 8. Visitation can only occur at the resident's apartment. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director

  In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1994. It will be reviewed again in December, 1994.

Signed:	M. Rous
Printed Name:	M. Key
Executive Director:	the m
Printed Name: SernApa	ette M. Connolly

## VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 4/22/94 Re: James Ray

On 4/15/94, I spoke to Fr. Andy McDonagh. We were discussing several other candidates and he mentioned a statement from a woman he had met. The woman was talking about Fr. James Ray. This woman was passing on something she had heard. It really is nothing more than a second or third-hand account, but Ray should know that it is out there. According to this woman, there is a lady called (?). She is supposed to be divorced. Apparently she is supposed to have known Fr. Ray in the past. He is an old friend of the family. According to the rumor, Jim Ray has offered to move in with the woman in

Of course, this is all just rumor, but we need to alert Ray that this is being said. We are scheduled to meet with James Ray on 4/26 at 3:30



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

# INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

1. Unaccompanied, out of house activities include the following:

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, one free day per week, as designated

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in every four hours each day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program until further notice.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities or with the priests at the Retreat House. There must be no other public ministry of any sort. This includes Mass, Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House CDM or his residence for supper each evening, Monday through Friday. On his day off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- 8. Visitation can only occur at the resident's apartment.
  All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director

  In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the



# VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Vicar for Priests.

13.	This	protocol	will	. be revie	ewed no	sooner	than	June	l,
	1994.	It will	be	reviewed	again	in Decem	mber,	1994.	

Signed:	
Printed Name:	
Executive Director:	
Printed Name:	
Date:	

Careard on 12/6/94

Form

John C. INDIVIDUAL SPECIFIC PROTOCOL

John Sp. Lowelfor REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

1. Unaccompanied, out of house activities include the following:

with charges

Archdiocese of Chicago - as needed Catholic Charities - Monday through Friday, Two free days per week, as designated

as is

- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding residence whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.

4. The resident is not to take overnights or be absent from the program until further notice. Resident is allowed to attend out of town business trips but only with an approved companion.

Jone charge

- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. There must be no other public ministry of any sort. This includes Confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House or his residence— for supper each evening, Monday through Friday. On his days off he will be expected to be back in his residence by 8 PM. During all other times, without specific permission, resident must be at residence.
- 8. Visitation can only occur at the resident's apartment. All visitors must sign in and out at the community room.

- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than December 1, 1994. It will be reviewed again in June 1995.

SIGNED: James May
PRINTED NAMES James M- Ray
EXECUTIVE DIRECTOR:
PRINTED NAME: BerNADETTE W. Connolly
DATE: June 16th 1994

August 29, 1994

Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

Dear Father:

Yesterday afternoon we received some disheartening news when Father Jim Ray informed us that he would be unable to officiate at our son's wedding in October in Dubuque, Iowa. The purpose of our letter is to request that this decision be reconsidered.

Our family has known Father Jim since his first week at St. Peter Damian. Our son, daughter, and son-in-law have grown into practicing adult Catholics, in large part, due to the influence of Father Jim. Father Jim was instrumental in the religious education and confirmation programs that our children attended. He was both their spiritual director and, more importantly, their friend. Father Jim officiated at our daughter and son-in-law's wedding three years ago.

In our years growing upand in St. Andrew's Parish in Chicago,—we have known many good parish priests. However, none has remained as important in both our faith and personal lives as Father Jim. He has shared many happy times with us: First Communions, Confirmations, graduations, and anniversaries, as well as our daughter's wedding.

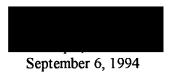
In the past couple years, because of our friendship, Father Jim has kept us informed of his personal situation. We are certain that he has always been honest with us. None of this has diminished our love and respect for him as a man and a priest. If anything, our admiration for him has grown. He has truly borne his crosses as Christ bore His.

We understand from Father Jim that you are concerned that there will be people from St. Peter Damian in Dubuque for the wedding. The wedding guest list includes nine people who are or were members of St. Peter Damian Parish. If it would make a difference to you, we can supply a list of these people. We feel confident that these people would expect Father Jim's presence at our son's wedding, especially since they know how important Father Jim is to our son.

Both our son and future daughter-in-law have included Father Jim in their wedding plans since before they were officially engaged. It is their wish, as well as ours, that he remain a part of this important day. We respectfully request that you reconsider your decision, and we would be willing to meet with you in person to discuss this at your convenience. Our phone number is:

Thank you for your consideration of this matter.





Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, IL 60611

Dear Father:

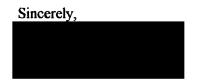
I recently received some upsetting news when Father James Ray told me that he would be unable to officiate at my upcoming wedding ceremony. This letter is a request to have that decision reversed.

Father Jim has been a part of my life since he first arrived at St. Peter Damian. My own personal spiritual growth is due in a large part to the influence he has had on my life. His guidance, and especially example, were the backbone for my participation in church and most importantly, the sacred sacrament of confirmation. But in addition to his spiritual leadership, Father Jim has been a very good and close friend. I have always felt that he was someone I could talk to and know that he really listened and cared. So now, that I am about to receive one of the most sacred sacraments, marriage, I want him to be a part of that very special day. Although my fiancé is from Dubuque she also feels as strong as I, as she has become close to Father Jim as well in the last year or so and wants him to be a part of our special day.

During the past few years, Father Jim has been very open and honest about what is going on in his life. And again, as always, he has been an example of strength and truth for me to follow. As time passes, my love and admiration for Father Jim continues to grow. I am very proud to have him as a friend, as I would be proud to have him at my wedding.

Father Jim explained to me that one of your concerns is for people from St. Peter Damian that will be at the wedding ceremony. I can assure you that the individuals invited will be more surprised if he is not there to share the day with me and my fiancé. If it would help matters, I would gladly furnish you with a list of members from St. Peter Damian invited to the wedding.

In closing I would like to emphasize the importance of having Father Jim's presence at my wedding. Father Jim has been and always will be a close and dear friend. I humbly request that your decision concerning his presence be reconsidered. If you would like, I would be more than willing to meet with you at your convenience to discuss this matter further. My home phone number is and at work. Thank you for your understanding.



September 25, 1994

Reverend John Canary Vicar for Priests 645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

**Dear Father Canary** 

We would like to take this opportunity to thank you for considering our request and responding favorably in allowing Father Jim Ray to officiate at our son's wedding. Our son, which his fiancee, and we are so very happy and grateful that Father Jim will be able to celebrate with us.

We spoke with Father Jim this weekend to finalize our travel plans for the weekend of October 29th. He will travel with us from Bartlett to Dubuque and back. We are all looking forward to the weekend. Again, thanks for your part in making this possible.





VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

September 26, 1994



Dear

Thank you for your recent letter about Fr. James Ray. I understand he has been a very important part of your life and I can appreciate why you have asked for him to be part of your wedding.

As I am sure you know, I met with your parents on September 18, 1994, to discuss this possibility. As I explained to them, Cardinal Bernardin has given his permission for Jim to be part of your wedding. I wish you and the very best as you begin your married life.

You asked for a letter of recommendation for Fr. James Ray. I have enclosed a letter which you can bring to the appropriate person. God bless.

Sincerely,

Rev. John F. Canary Vicar for Priests October 3, 1994

Father O'Malley 645 N. Michigan Ave., Suite 543 Chicago, IL 60611

Dear Fr. O'Malley:

My wedding day is the most important day in my life. To it, I have invited the people whom I care about most and those who have played an important role in my life. It is for these very reason why I asked Fr. Jim Ray to celebrate and my wedding mass.

It is very important to me that Fr. Jim be allowed to celebrate our wedding mass. Fr. Jim was and continues to be very influential in my life. He started me out in the parish teen club and through my continued involvement and his vigor to involve the youth of the parish we have developed a very close, special relationship.

This relationship has grown and flourished over the years. During both good and bad times we have stayed close; asking one another for forgiveness and to keep each other in our prayers. Fr. Jim asked of me for both forgiveness and prayer during his ordeal these past couple years. I have both forgiven and prayed for him throughout these tough times.

In connection with your request, I have contacted all the guest from Bartlett who will be attending our wedding. Each person I spoke with had no objections to Fr. Jim celebrating the mass, in fact many were up in arms that he was not being allowed to celebrate and offered to write letters to you in support of Fr. Jim. A list of the individuals whom I contacted is included with this letter.

I understand your's and the board's concern with not wanting to victimize any individual any further, and I hope by my contacting our guests shows that Fr. Jim has been forgiven by most of the parishioners of St. Peter Damien and the paramount good he brought to our parish will be looked upon as being important to the church.

I am bringing this matter to your attention because I believe a decision was made by the board without all the relevant information. It is for this reason that I am asking you to reconsider this decision and allow Fr. Jim Ray to celebrate with and myself our greatest day and to bless our marriage. Our wedding mass will not be the same without Fr. Jim celebrating. I know he has suffered greatly through this ordeal and I ask that you please do not overlook him as being a victim himself.

Father O'Malley Page 2 October 3, 1994

I can be contacted during the day at and in the evenings at Please do not hesitate to call if I can do anything further to help change the board's decision. I cannot state enough how important this matter is to me as our wedding is scheduled for 1994. I will be waiting to hear of the board's decision.

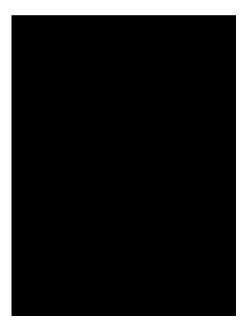
Thank you in advance for listening to my pleas, and I hope for the sake of all involved the decision to allow Fr. Jim to celebrate our wedding mass will be reached speedily.

God bless,

cc: Fr. Jim Ray

Father O'Malley Page 3 October 3, 1994

The following people have been contacted in regards to their feelings toward Fr. Jim Ray celebrating the wedding mass of the second sec



Cerewish on 5/31/95 May 1

Remarks Country Monsignor Koenig Hall

Monsignor Koenig Hall

Individual Specific Protocol

For REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

- Unaccompanied, out of house activities include the following:
   Archdiocese of Chicago as needed.
   Catholic Charities Monday through Friday, three free days per week, as designated.
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program unless prior approval is obtained from the Executive Director and/or designate. Resident is allowed to attend out of town business trips but only with an approved companion.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. Resident must obtain approval from the Vicar for Priests and/or designate for celebrating confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence for supper each evening, Monday through Friday. On his days off he will be expected to be back in his residence by 11:00 p.m. During all other times, without specific permission, resident must be at residence.

- 8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: James M. Kong
PRINTED NAME: DAMES PARA
EXECUTIVE DIRECTOR:
PRINTED NAME: Bernsocte W. Connolly.
DATE: Dec. 16th 1994



Off: (312) 642-1837 Fax: (312) 642-4933

# ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

February 8, 1995

Dear Jim,

Seen by me on 2/13/95 Appropriate charges were made.

I am scheduled on February 18th to appear before the Professional Fitness Review Board. At that time, I have been asked by the Cardinal to share information on your situation. This is in keeping with the Cardinal's promise that all past cases would be reviewed by the Fitness Review Board once it was up and running.

Because your situation was originally handled under our previous procedures (before the Fitness Review Board was organized), the Cardinal and his advisors feel the information ought to be shared anonymously with the Board.

I am enclosing the full text I will use in my presentation to the Board. I will have to answer questions, but I will not include substantially more than what this typed text contains.

Please read it over carefully. I will be open for discussion. This is a delicate matter and I want to do it in the fairest way possible.

I do not anticipate any great changes being suggested by the Board. I will of course take their recommendations to the Cardinal for his study and decision. His schedule is so crammed right now that it may take a while to get back to you with the final word. I'll speed the process up as best I can.

But again feel free to call on me if and when you like.

Fraternally yours,

# Off: (312) 642-1837

Fax: (312) 642-4933

## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

3) Fr. C. - age around 45

presenting problem: In 4/90, Archdiocese received phone call from re: a 20 year old alleging abuse by Fr. C. when he was 12 thru teen age. Fr. C was his parish priest. Name of boy was not given. The family wanted confidentiality, did not want to press charges, wanted Fr. C to get help. insisted that he and the family wanted it to be dealt with as an "internal problem" - they came forward just to inform the church. VP office followed up with Fr. C was no longer at the parish of young man at time allegations were brought forward.

Last contact was 12/89. Again would not give

Last contact was 12/89. Again would not give name of family and says family does not want to be involved.

5/21/90 - VP meets with Fr. C. who is very cooperative and who voluntarily gives name of boy, address, etc. Fr. C explains the whole scenario, though he disagreed with some aspects of the boy's story.

Mandate put in place prohibiting contact with minors. Fr. C's pastor informed and asked to act as monitor.





VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

Commission recommendation: After review in 11/91, the Commission recommended withdrawal from parish; Fr. C. was removed publicly.

In 11/91, after withdrawal, another man called saying Fr. C had had him on his lap once as a young teenager in '74-'75 time frame.

This was the only other complaint. Though encouraged to do so, the man never followed up on it.

Living: From time of 11/91 withdrawal, Fr. C. has resided in supervised setting of Retreat/Koenig house.

In 2/92, with permission Fr. C. began parttime work with archdiocesan agency in admin. position with no access to minors. Monitored at work by agency head.

In 10/93, Fr. C. went on pilgimage to European shrine with permission and under monitoring. Incident in airport: While physically assisting an adult paraplegic to urinate, Fr. C also helped him masturbate. Fr. C self-reported upon his return. After this, monitoring restrictions on living and ministry were increased. In 12/94, after a year of complete cooperation by Fr. C, some restrictions were slightly eased.

**Protocol:** Presently he is under a strict monitoring and living protocol. Bernadette Connelley and VP administer the protocol. Agency director monitors his work.

Ministry: Retains position with agency with no access to minors. With explicit specific permission of the VP, may now perform minimum public ministry with safeguards in place. Offers Mass in hospital setting on weekends occasionally. No parish affiliation.

Outlook: Agency work continues, but no return to parish ministry is presently envisioned.



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

2/13/95

Dear Jim,

I went back and checked the records after our conversation. I have included some clarifying remarks which I think are more to the point.

The remarks attributed to are all in the original file. I toyed with putting in the substance of your disagreement with the boy's version (see the text in parentheses), but I feel it might be too incriminating so I will leave it out.

I am enclosing a copy of the updated document for your information. Please look it over and feel free to contact me if you wish to comment on the text.

Fraternally yours,

Rev. Patrick O'Malley Vicar for Priests

## **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 2/13/95

Re: Rev. James Ray

I met with Fr. James Ray on 2/13/95 to go over some requests for ministry that he is proposing. I also reviewed with him the letter and the information I will be sharing with the Professional Fitness Review Board on Saturday, 2/18/95. Fr. Ray went over the materials and had a few questions and made some suggestions. I told him I would incorporate his suggestions and I will send him a final copy of the presentation I will make before Saturday. At that point we agreed to the text we had settled on. Jim then talked about some upcoming dates that he would like permission for:

- 1. On March 12, 1995, he is going to do a baptism at St. Catherine's in Kenosha, Wisconsin.
- 2. Jim asks that, since he is not to do any ministry at St. Anastasia, would he be allowed to do a baptism with permission at either St. Dismas or I.C. in Waukegan? I told him I would check this out and I should probably do so with Bishop Goedert before he leaves Vicariate II. In a later conversation, the Bishop said he could, but he preferred that it take place at St. Dismas.
- 3. On 6/9/95 Jim has a wedding at a Protestant Church in Medina. The young man is who is originally from Bartlett. knows of Fr. Ray's situation and Fr. Ray asked him to check with his folks as to whether they thought there might be some possibility of scandal there.
- 4. On 7/2/95, again there is a wedding at a Protestant Church. The family is originally from Streamwood but attended St. Peter Damian. The young man's name is the custom will check with the young man and his family to see if there is any problem.
- 5. Labor Day weekend, 9/3/95, on a Sunday there is a wedding in Galena in a Catholic church. The girl's name is This family used to live in Streamwood and attended St. Peter Damian's but now lives in Elmhurst. He will check his situation with the family and check out the possibility of scandal as well.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

10 april, 1995

Dear Pat,

Here is what I will be doing ministry wise in the

near juture:

I am baptizing

son at St. Dismos in Wankegan.

June 4.7 is the Catholic Health association assembly in Minneapolis, Minnesota - I am Thinking, If it is alight, to maybe go up a day or two larlier to visit my brother near Rochester. June 9 the wedding is at the Schaumberg Covenant church.

also this summer I would like to visit my brother in Partland, Oregon and I would like to possibly take a 5-7 day trip with a friend befor the year is out. I'll talk you about this later.

Thanks for all you do, Put.

**ADMINISTRATOR** Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold

William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley

Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith

Rev. Daniel C. Jankowski

CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan

Rev. James M. Ray



INCIL ON ACCREDITATION SERVICES FOR FAMILIES AND CHILDREN, INC.

# Off: (312) 642-1837

# ARCHDIOCESE OF CHICAGO

## **VICAR FOR PRIESTS**

# 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 5/31/95 Re: James Ray

Bernadette Connolly, in her role as monitor, and I met with James Ray today. I pointed out to both Fr. Ray and Bernadette that the materials we would discuss would only relate to her role as monitor and not as temporary PFR Administrator. Both understood this distinction.

We then went over the protocol that Bernadette had brought in. Some changes were suggested. Bernadette will draw up the new wording of that protocol when she receives word from me. I told her and Fr. Ray that I would have to run these changes past our Advisory Board on June 13.

Ray's question to the Board is: How long will he have to go on having an approved companion assigned when he has to go on a business trip? He goes on about three of these a year, normally for about three to four nights and four or five days. They have to do with his work for Charities and the hospitals.

The second question has to do with spending a vacation with his brother in Oregon for ten days. He used to be able to do this before the present serious restrictions were put upon him. His brother knows of his situation. I see no problem with this.

The third request has to do with him going on vacation for 5 to 7 days with another young man, about 30 years old. They would probably go up to Door County in the summer. Does he need an "approved companion" on vacation? If so, this man would have to be approached to be an approved companion. The man already knows about his situation. Ray had a vacation this past January for a few days. He has had no summer vacation since 1993.

The fourth request has to do with whether he could expand his present ministry into helping at a retirement home, Bethlehem Center in LaGrange, along with keeping his present position at Charities. He feels that he would be able to do this without over-loading. He will get a job description of what they might expect, that is, presence for Mass occasionally and visiting the people at the home. Ray will get back to me with the information



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

on this matter.





Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

2 Jun. 1995

Dear Pat,

I talked to

the administration

at Betblehem Woods in Sa Shange. He would like to have a priest's presence on the compars there. He would envision the priest doing pastoral counseling

for grief and loss and loneliness, celebrating Euchanist during the week and/or weekends and working with

ministers of other faiths for ecumenical services at the retirement community. He said, too, that the role there

could develop as the priest would see fit.

He mentioned that he could possibly have a room for residence for the priest. Ital him that was not

a concern right now. ( If I get permission to work there, could that the a possibility somewhere in the future?)

also, I forgot to mention last wednesday,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold

William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley

Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey

Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan

Rev. James M. Ray



the division for aging hereat Charities has mini
" vacations" for serious from nursing homes and
the community. I have been asked if I would be
willing to help. It would involve an over night
at Villa Reedemen in Stenniew with the Serious
and steff. I would celebrate what and help
and steff. I would celebrate what and help
and steff. I would celebrate what the two
ant and partake of the activities planned for the two
days.

Thanks for all you clo for me, Pat- and everyone else, too.

Jinkay



Archdiocesan Offices: 126 North Desplaines Street . Chicago, Illinois 60661-2357 Telephone (312) 655-7000 • TDD (312) 236-2800 • FAX (312) 263-4290

> Writer's Direct Line # 655-7445 23 June, 1995

I just want to fill you in on some dates and ministry Dear Pat.

2 July the wedding I am partupating is at the First I am doing. Preshyterian Church of Du Page in Bollingbrook.

I made reservations to visit my brother in Portland, O regon. I will be gone July 27- August 6.

I am baptizing St. John of the Cross in Western Springs. I have a westoling for

from Boutlet, now living in climburst. The wedding going to be in Salina, Solinais. who I married in april, 1992

just had their first ohild, warenville. No be baptinging her at St. Irene's in warenville.

Take care + Thanks.

**ADMINISTRATOR** Most Rev. Edwin M. Conway **EXECUTIVE DIRECTOR** Donald W. Kent DIRECTOR OF PROGRAMS Rev. Charles T. Rubey ASSOCIATE DIRECTOR OF PROGRAMS Rev. Michael M. Boland

**DIVISION MANAGERS** Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Michael M. Boland Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Řev. James M. Ray

CONSULTANT Rev. Msgr. Vincent W. Cooke



Serving Cook and Lake Counties

Rev. Charles T. Rubey

#### PAY SCALE AS OF JULY 1, 1995

\$ 464.59

Car/transportation

Monthly

Annual \$ 5,575.00

### MONSIGNOR KOENIG HALL INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

- 1. Unaccompanied, out of house activities include the following:
  - A) Archdiocese of Chicago as needed.

C)

- B) Catholic Charities Monday through Friday.
- D) Three free days per week, as designated.
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program unless prior approval is obtained from the Executive Director and/or designate. Resident is allowed to attend out of town business trips and vacations without an approved companion.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. Resident must obtain approval from the Vicar for Priests and/or designate for celebrating confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence for supper each evening, Monday through Friday. Resident also has permission to have dinner at Catholic Charities every other Monday. On his days off he will be expected to be back in his residence by 11:00 p.m. During all other times, without specific permission, resident must be at residence.

ı

- 8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.

SIGNED: James M. Ran
PRINTED NAME / James M. Ray
EXECUTIVE DIRECTOR:
PRINTED NAME: BERNATORITE W. CONNOW
DATE: July 25, 1995



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

11 August, 1595

Dear Pat, I just want to remind you that I have the wedding at St. Michaels in Galena. With your permission I would like to stay out there the whole holiday weekend. I will be staying at a rented house with two couples from Bartlett, the On Sunday, September 10th, I am baptiging at St. Irene's in Warrenville. and again with your permission I would like to go away the first week of October with We are talking about going to Door Courty of we can get reservations some where. I'll give you a call in Is middle of the week. I høpe your summer is going well. Stay cool!

ADMINISTRATOR
Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney

William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Dagiol M. Halibaa

Rev. Daniel M. Holihan Rev. James M. Ray



Serving Cook and Lake Counties



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

240 Lober, 1995

Dear Pat, I want to belyon know that I am doing a wedding at St. Patrick in Wadsworth on is from Wankegon is from Sibertyville. and her frame, also, Bill D'any the head of the homes for aging at Cathoke Charities asked if I would be able to fill, in at Maryhoven or St Benedict's (mursing home) if the need were to arise. The priests serving them are elduly and sickly and he does not know how long they will last. In a sense, I do not feel this would be a change in ministry since I did it before at addordata Villa. I do not think there is any hung in this. We can discuss it when I have my protocol review Ath end of November of December. I hope you are doing well. Take care,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Oustey Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Michael M. Boland Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Ray Rev. Charles T. Rubey CONSULTANT Rev. Msgr. Vincent W. Cooke





#### **VICAR FOR PRIESTS**

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo to File

From: Rev. Patrick O'Malley

Date: 12/9/95 Re: James Ray

Bernadette Connolly, Professional Fitness Review Administrator, and I met with James Ray on 12/4/95 to discuss his protocol. In Ray's situation, Bernadette is only his monitor. Ray's case has not yet been submitted to the Review Board. Ray presently is working at Catholic Charities.

His health is good at this time, though he is slightly overweight. He seems to like living at Mundelein with the one drawback of the long commute every day. He likes his work. Regarding his protocol, he has a couple of requests.

- 1. He requests a change in his protocol so that he be allowed more than 3 nights free each week. He is asking for 4 nights free per week. After some discussion, Bernadette Connolly indicated that her fear was that Ray might fall into a pattern that he had before, which was a problem for him. Ray used to be out late every night of the week under an earlier more permissive protocol.

  We then agreed to give him 4 nights a week, but he has to log how he spends those nights. He should share the log of course with Brnadette and us. If a pattern does develop of him using all four nights as he has done in the past, thus seemingly running away from things, he will will share that with us. Jim seemed open to this arrangement.
- 2. He asked if he could occasionally spend an overnight with friends who know his situation. Bernadette indicated that that already is part of his protocol and all he has to do is let Bernadette know.
- 3. Ray informed us of his already announced plan to ski from Jan. 5-12. From Jan. 13-17 he will be at a meeting in Tampa. On Feb. 28 he will be at Orlando for a meeting. All the meetings are with regard to his work.



## VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

- 4. He indicated he has two weddings in March. Both of the weddings are in other dioceses. I told him that this is a problem because we would have to get permission from the local Bishop and would have to mention the presenting problem.
- Fr. Ray was obviously disappointed about this, wondering whether once again the rules had been changed. I accepted responsibility for not having informed him of this before. It just occurred to me that a wedding outside the diocese demand that he have faculties in another diocese. After consulting with Fr. Paprocki, I offered Ray two possibilities:
- a) That in fact we do apply for faculties for that one occasion for him. He said he would think about this since we would have to indicate that there has been a problem in the past.
- b) Ray himself suggested that possibly he could be on the altar concelebrating but take no great part in the ceremony. Paprocki did not seem to think this was a problem. Ray said he will get back to me about his decision.

### MONSIGNOR KOENIG HALL INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol:

- 1. Unaccompanied, out of house activities include the following:
  - A) Archdiocese of Chicago as needed.
  - B) Catholic Charities Monday through Friday.
  - D) Three free days per week, as designated. Four nights a week.
  - E) F)
- 2. Attendance at all activities and the specific names, addresses, times, telephone numbers regarding resident's whereabouts must be entered on the individual's itinerary. If for some reason, a change in an individual's schedule has been made, the resident is obliged to call in and update a staff member as soon as possible.
- 3. Resident is accountable for his own time and is required to support his attendance at social events with physical proof, that is, movie ticket, receipt from restaurant, etc. Resident is required to call in once a day when he is not at work.
- 4. The resident is not to take overnights or be absent from the program unless prior approval is obtained from the Executive Director and/or designate. Resident is allowed to attend out of town business trips and vacations without an approved companion.
- 5. The resident is restricted to celebrating Mass with the priests at Catholic Charities, priests at the Retreat House, and at Mercy Hospital. Resident must obtain approval from the Vicar for Priests and/or designate for celebrating confessions, administration of sacraments, funerals, wakes, public prayers, weddings, etc.
- 6. Any contraband materials such as alcohol and pornography will be confiscated by any staff member. VCRs are not permitted in resident's apartment unless permission has been granted by the program executive director and/or designate.
- 7. Resident will continue to maintain his position at Catholic Charities. He will be expected to return to the Retreat House-CDM or his residence for supper each evening, Monday through Friday. Resident also has permission to have dinner at Catholic Charities every other Monday. On his days off he will be

expected to be back in his residence by 11:00 p.m. During all other times, without specific permission, resident must be at residence.

-2-

- 8. Visitation can only occur at the resident's visiting room. All visitors must sign in and out at the community room.
- 9. No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
- 10. Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director

  In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
- 11. In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
- 12. This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the office of the Professional Fitness Review Administrator and the Vicar for Priests.
- 13. This protocol will be reviewed no sooner than June 1, 1995. It will be reviewed again in December, 1995.



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

13 March, 1986

Dear Pat,

I know we have talked about the weddings I amparticipating in but since I have always put it in writing in the post I thought I would continue to do so.

Jam concelebrating a wedding Mars for on Saturday, 1956, at.

On Friday,

wedding Mars at

and

Thopse things are going well for you. You are in

my prayers.

Thank, Jim Ray

ADMINISTRATOR
Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Michael M. Boland

Hev. Michael M. Boland Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Ray

Rev. Charles T. Rubey

CONSULTANT Rev. Msgr. Vincent W. Cooke



Memo to File (ray07)

From: Rev. Patrick O'Malley

Date: 4/8/96

Re: Rev. James Ray

Fr. Ray came to visit me on 4/8/96. He told me that he is considering asking the Cardinal to allow him to go before the PFR Board. He wanted to bounce some things off me. We talked about what that could mean. I asked him to write a letter to the Cardinal officially asking for that appearance plus describing what it is he is going to petition the Board for. I asked him to send me a copy of that letter.

Jim Ray has been doing well and was told by Bernadette Connolly, the PFR Administrator that he should probably wait until after the results of the Cardinal's Commission in late April or early May. He will do so.

Once he has permission from the Cardinal, he may wish to look through his files just to make sure he knows what's in them. I would prepare Fr. Coughlin for the presentation he might wish to make to the PFR Board.

Ray said that he does not envision going back into a parish at this time because he does not wish to have an uproar such as accompanied John Calicott's return. He is satisfied with living at Mundelein and finds it very compatible. However, it is very far from his work at Catholic Charities. He would like to know if the possibility of being a chaplain at a retirement home might exist. I told him this is one of the things he could ask of the PFR Board.

Ray brought up the question about whether he would ever receive the \$300 per month for automatic stipends. I told him that priests usually do not. They get that money from the parishes in which they work. He wondered about the professors at Mundelein and I told him I did not know about that. I told him that it was our understanding initially that he would have access to some stipends. Jim mentioned that assistant associates get an additional \$100 from Charities. I told him to ask Bishop Conway whether he would be eligible for that amount. He said he would certainly ask. Jim said that he would be doing the following for ministry events:

- A. Baptism at St. John the Evangelist in Streamwood on 4/21/96
  - B. A wedding at St. Patrick's in Wadsworth on 7/13/96
- C. A wedding at St. John's in Streamwood on 8/24/96. This couple is the one who will have had the child baptized in April.
  - D. A wedding at St. Albert the Great parish on 9/7/96.

4/15/96 - Jim Ray has spoken to Bishop conway and will be recveiving the additional \$100.

I called Ray but left a message. We should do that soon.

### P.O. Box 455 Mundelein, Il 60060

May 6, 1996

His Eminence Joseph Cardinal Bernadin P.O Box 1979 Chicago, IL 60690

Dear Joseph,

It is with great forethought and consideration that I submit this letter to you. The purpose is to ask your permission and approval to go before the fitness review team and be considered to return to a limited role of ministry.

I would like to acknowledge that in considering this, the opportunities for a return are narrowed. This fact is something I have contemplated over the last five years of my life. However, I would like to point out that during this difficult period, I have grown to understand the circumstances and behavior that led me to my present situation. Please note, that from day 1, I have been open and honest in working with the Vicar for Preists and I have accepted full responsibility and consequences for my actions.

Since that time, however, I feel I have made great strides spiritually, professionally and personally to return to some sort of ministry. I have done an admirable job in my role at Catholic Charities, and it is through that experience that I feel I have gained confidence to further my spiritual responsibilities. In my request to be reassessed by the fitness review board, I am asking if I can reside closer to my job at Catholic Charities, perform some ministry functions at a nursing home or retirement community while continuing in my current position, and help with Sunday Eucharist at a parish, should the need arise.

I realize in the current climate that a full return to a parish is not likely. I understand that, but believe that there are other avenues (as stated above) in which I could practice my skills as a priest. I am asking for your permission to begin pursuing some of these options. Your consideration in this manner is greatly appreciated.

Yours in the brotherhood of Christ,

CC: Bernadette Connolly

Memo (Ray09)

To: Cardinal Bernardin

From: Rev. Patrick O'Malley

Date: 5/14/96 Re: James Ray

#### As discussed in the PCAC meeting of 5/13,

I believe you are in agreement with that. The only thing that remains is for you to drop a letter to James Ray telling him he has your permission; the next step is for him to write to the PFR Board with a copy of your letter asking for a supplementary review. If Tom Paprocki has not already done this for you, may I suggest the following letter:

#### DRAFT

Rev. James Ray Msgr. Koenig Hall P.O. Box 455 Mundelein, Illinois 60060

Dear Jim,

I brought your request to go before the Fitness Review Board to the Professional Conduct Administrative Committee on May 13. I have determined that you have my permission to go before the Board. The Vicar's office will be sharing the appropriate information from your file with the PFR Board.

May I also suggest that you postpone going before the Board until after the Commission has issued their report in early Summer.

I am assured by both Fr. Coughlin and Fr. O'Malley that you have been most cooperative with your protocol and with your limit of the second second with your that you have done good work at Charities and I hope that such work will continue. If you have any further questions, please speak to Fr. Coughlin or Fr. O'Malley.

Respectfully yours, Cardinal Bernardin

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690

May 15, 1996

Dear Jim,

I brought your request to go before the Fitness Review Board to the Professional Conduct Administrative Committee on May 13. I have determined that you have my permission to go before the Board. The Vicar's office will be sharing the appropriate information from your file with the PFR Board.

May I also suggest that you postpone going before the Board until after the Commission has issued their report in early Summer.

I am assured by both Father Coughlin and Father O'Malley that you have been most cooperative with your protocol and with your L'm very pleased to hear that. I also know that you have done good work at Charities and I hope that such work will continue. If you have any further questions, please speak to Father Coughlin or Father O'Malley.

With cordial good wishes, I remain

Sincerely yours in Christ,

beegh Cart. Bemarkin

Archbishop of Chicago

Reverend James Ray Monsignor Koenig Hall P.O. Box 455 Mundelein, Illinois 60060



Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

29 May, 1996

Dear Pat

I want to share with you my schedule for June:

June 4-7 Pheasant Run June 7-12 Catholic Health association annual assembly in San antonio Texas

June 16-27 Caribbean cruise and Disney World and

My sister-in-law is throwing a surprise 50th birthday ponty for my brother in Ovegon the last weekend in July. I hope to be able to swing it so I can go and there for it. I told Bernadette I would talk to her about it.

I hope your June will be as exciting as mine I'm sure it will!

Thanks,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

**DIVISION MANAGERS** Michelle A. Amold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Michael M. Boland

Rev. Richard E. Bulwith

Rev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Rav Rev. Charles T. Rubey

CONSULTANT Rev. Msgr. Vincent W. Cooke



Serving Cook and Lake Counties



#### **VICAR FOR PRIESTS**

645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

Memo (RAY10)

To: Professional Fitness Review Board

Ms. Bernadette Connolley, Administrator

From: Vicar for Priest Office

Re: Rev. James Ray

6/3/96

Fr. Ray has received permission from the Cardinal to have the PFRBD review his case with a view towards regularizing his situation in ministry and living.

On Feb. 18, 1995, Fr. O'Malley presented a summary of the salient matters in Fr. Ray's case to the PFRBD in an anonymous presentation.

Fr. Ray was ordained in 1975 and is about 46 years old. Parish assignments were:

St. Anastasia, Waukegan (75-82), St. Peter Damien, Bartlett (82-89)

Transfiguration, Wauconda (89-91)

Since November, 1991, Fr. Ray has lived in supervised housing, first at then at Koenig Hall where he presently resides. Fr. Ray works full time at Catholic Charities with work supervisor informed. Fr. Ray does some ministry, but never with minors. All ministry must be cleared first through the Vicars' office.

#### PRESENTING PROBLEM

. 4/3/90 - Bishop , then in Vicariate I, received a call

The family decided not to pursue this matter legally. They wanted to notify church authorities and that the matter be kept confidential and be dealt with as an internal matter by the



# VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

church. This desire of the family was stressed by
. 4/4/90 - Bishop informs Vicar for Priests, Fr. Goedert.
. 4/27/90 - Fr. G finally catches up
When Fr. G explained our process and that DCFS might
have to be notified, still did not give
name. He said he had to confer with the family.
. 5/7/90 - informs Goedert that boy's family is adamant
about any further involvement. They want the church to take care

. 5/21/90 - Fr. G met with Ray. Ray was very cooperative and wanted to get help. He was assured he was dealing with Fr. G in a pastoral way and that things would be kept as confidential as possible, as was the procedure in those days.

of it. They do not want their son's name given to the church.

Fr. Goedert warned Fr. Ray he must not be in presence of minors etc. without another adult being present.



## VICAR FOR PRIESTS 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

. 5/23/90 - Goedert re-contacts Tells him of Ray's admission and that Ray will get help. Offers to assist with costs

- . 6/18/90 -
- . 7/90 -
- . 8/30/90 Family agrees to meet with Fr. Goedert.
- . 10/30/90 Enclosed is a copy of MEMORANDUM OF AGREEMENT ("II") signed by Fr. Ray and his pastor, Fr. Zavaski, and Fr. Goedert
- . 6/17/91 Meeting of Goedert and Fr. Ray to assess improvement.

  Fr. Ray seeks way to help reimburse archdiocese for expenses incurred.
- . 11/91 Cardinal's Commission reviewed Ray's case and recommended that he be withdrawn from the parish.
- . 11/11/91 Cardinal informs Ray he must leave Transfiguration by 11/15/91. Ray will move to Mercy Hospital for temporary housing. Parish is informed. Ray is under strict protocol.
- . 11/20/91 Call from 28 year old man who reported incidents around 74/75 from St. Anastasia parish.
- This is the only such allegation from this man. He did not want to follow it up anymore. Ray was informed.
- . January 1992, Ray is assigned to help part time at Catholic Charities in a job (hospital administration) with no contact with children. His job supervisor knew of the situation and was monitoring him.
- . During this time, Ray was under strict protocol, Ray was

#### **VICAR FOR PRIESTS**

#### 645 NORTH MICHIGAN AVENUE, SUITE 543

CHICAGO, ILLINOIS 60611

Off: (312) 642-1837 Fax: (312) 642-4933

performing some specific acts of ministry, baptism, marriage, etc but with Vicar's permission. Ray was very cooperative in every aspect of his protocol.

. 12/92 - Full time at Charities.

- . 1993 Bernadette Connolley was involved in Ray's supervision at this time.
- . Oct. 2-18/93 gets permission to go on pilgrimage to Medjugorgia. Accompanying priest is made aware of situation and agrees to act as monitor.
- . 11/3/93 -
- . 11/26/93 With Bernadette's cooperation, Ray was put under a very much stricter protocol for an indefinite period. See enclosed copy ("III").
- . Ray has always been most cooperative with his protocol and with our staff.
- . 4/29/94 -
- . 11/22/94 -
- . 2/18/95 Vicars disclose Fr. Ray's case to the PFRBD anonymously. It was termed the case of "Fr. C".
- . 4/5/95 -

Other enclosures:
Up to date protocols ("VI")

Memo to File (ray11)
From: Rev. Patrick O'Malley
Date: 6/8/96
Re: James Ray
On 6/3/96 I received a call in

On 6/3/96 I received a call from Fr. OSA, from Detroit. told me that, while working here on development for his order, he also used to say Mass for the Sisters of St. Casimir out near Holy Cross Hospital at their motherhouse. When he left, a classmate of his took over, but now the classmate has to move on to another appointment. The Sisters have no one to say Mass.

The contact person at the Sisters of St. Casimir is Sr.

had done some work at himself and wondered if perhaps one of the guys who is exercising some limited ministry at this time could help out with daily Mass on occasion.

phone number in Detroit is

I spoke to Fr. James Ray, who has a limited ministry at this time. Ray is able on occasion to help in saying Mass at some institutions where there are no minors involved. Ray will contact Sr. to see what their needs are and to see whether he could possibly be of help.

It may well be that this could be a setting for Fr. Ray in the future if the PFR Board gives him permission to move away from Koenig Hall to a setting in a convent like this. He could say Mass there and continue his work at Catholic Charities. Ray will contact Sr. and pursue that possibility.

Ray's case will be going before the PFR Board within the next couple of months. I have prepared the files that need to be sent over there. He has reviewed them. I will give him a copy of what I am sending to the PFR Board.



Near North Center • 721 North LaSaile Drive • Chicago, Illinois 60610-3574
Telephone (312) 655-7000 • TOLL FREE 1-800-244-0414 • FAX (312) 266-7146

28 January, 1997

Rev. Lawrence Mc Brady 645 N. Michigan Avenue Suite 543 Chicago, Illinois 60611

Dear Larry,

This is to inform you that I have been asked to perform the wedding of and her fiance at Woodlands in Lake Forest on

Also I have been asked to perform a baptism for the child of the child baptized in May at St. John the Evangelist in Streamwood.

I would like to receive permission from your office to officiate at these sacraments.

Thank you,

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR
Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubev DIMSION MANAGERS Michelle A. Amold William G. D'Arcy Ellen E. Gorney Kathleon J. McGowan

Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Pettlicki ASSOCIATE ADMINISTRATORS
Rev. Michael M. Boland
Rev. Richard E. Bulwith

Rev. Richard E. Bulwith Rev. Roger J. Coughlin Rev. Daniel M. Holinan

Rev. Daniel C. Jenkowski Rev. James M. Ray CONSULTANT Rev. Magr. Vincent W. Cooke





3 February, 1997

Dear Bernadette,

Here are the dates that I will be out over night:

11 February I will be at the Villa Redeemer Retreat House in Glenview on an overnighter with senior citizens sponsored by Catholic Charities.

March 14-19 I will be in Corpus Christi, Texas attending the National Association of Catholic Chaplains.

I think I forgot to mention I will also be overnight at a hotel near O'Hare airport either 18 February or 4 March for the Conference of Diocesan Coordinators of Health Affairs. I am now a member of the coordinating board of CDCHA and we will be having an over night meeting on one of those dates. I am waiting to hear which one.

Also, I am planning to take a vacation with sometime in the middle of May.

and we are talking about

Thanks. And I hope you are doing well.

cc: Fr. Larry McBrady

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin Rev. Charles T. Rubey

Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan

Rev. James M. Ray







**COMPASSION IN ACTION SINCE 1917** 

21 February, 1997

Dear Larry,

This is just to let you know that I am doing a memorial Mass for Lady of Humility in Zion on Tuesday, Lady at 7 PM.

Also, I performing the marriage of \_\_\_\_\_\_at St. John the Evangelist in Streamwood on Saturday, \_\_\_\_\_ 1997.

Thanks,

P.S. I thought I got this in the mail to you on Friday, but didn't - sorry about that. Tuesday AM.

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Ellen E. Gorney

Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke Rev. Daniel M. Holihan Rev. James M. Ray

COUNCIL ON ACCREDITATION
OF SERVICES FOR FAMILIES
AND CHILDREN, INC

ACCREDITED

# Off: (312) 642-1837 Fax: (312) 642-4933

#### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS

645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

#### MEMO

TO: Rev. Thomas J. Paprocki FROM: Rev. Lawrence P. McBrady

RE: Rev. James M. Ray DATE: March 17, 1997

In a recent conversation with Fr. Dick Saudis I was informed that your file on Jim Ray indicates that he is not permitted to engage in any type of public ministry. Since this is no longer the case, I wish to advise you concerning Jim's present status.

In November, 1993, Jim's protocol was changed to read: "The resident is restricted to celebrating Mass with the priests at Catholic Charities or with priests at the retreat house. There must be no other public ministry of any sort. This includes Mass, confession, administration of the sacraments, funerals, wakes, public prayers, weddings, etc."

During 1994, Jim made important strides and as an acknowledgement of this, his protocol was relaxed. At the present time he is permitted to engage in public ministry as long as each wedding, funeral etc. is cleared through the Vicar for Priests' Office. Jim has been consistently cooperative and this method of requesting permission is working well.

I hope this information is helpful.

#### INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol.

I.	Unaccompanied, out of house activities include the following:
	A) Archdiocese of Chicago, as needed B) Catholic Charities - Monday through Friday
	C) D) E)
II.	Fr. Ray is accountable for his own time while residing at take overnights, vacations, or business trips unless prior approval is obtained from the Executive Director or Vicar for Priests.
III.	Fr. Ray is restricted to celebrating Mass with the priests at Catholic Charities, priests at and at Mercy Hospital. Fr. Ray must obtain approval from the Vicar for Priests in conjunction with the Executive Director for administration of sacraments, funerals, weddings, etc.
IV.	Visitation can only occur at the resident's visiting room. Approval for visitors to stay overnight must be obtained from the Executive Director.
v.	No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
VI.	Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
VII.	In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
VIII.	This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the offices of the Professional Fitness Review Administrator and the Vicar for Priests.
IX.	This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.
SIGN	ED: James M. Ray
PRIN'	TED NAME: Jahren MRay DATE 1 April 1987
EXEC	UTIVE DIRECTOR LETATE DATE 4/8/94

#### INDIVIDUAL SPECIFIC PROTOCOL FOR REV. JAMES RAY

I have reviewed, understood, and agreed to all requirements of this protocol.

I.	Unaccompanied, out of house activities include the following:
	A) Archdiocese of Chicago, as needed B) Catholic Charities - Monday through Friday
II.	Fr. Ray is accountable for his own time while residing at take overnights, vacations, or business trips unless prior approval is obtained from the Executive Director or Vicar for Priests.
ш.	Fr. Ray is restricted to celebrating Mass with the priests at Catholic Charities, priests at and at Mercy Hospital. Fr. Ray must obtain approval from the Vicar for Priests in conjunction with the Executive Director for administration of sacraments, funerals, weddings, etc.
IV.	Visitation can only occur at the resident's visiting room. Approval for visitors to stay overnight must be obtained from the Executive Director.
v.	No one under the age of 18 is permitted to be at the residence unless prior approval has been received from the Executive Director and/or designate. Meetings with minors in and out of the residence can only take place in the presence of an approved adult companion.
VI.	Any deviation and/or non-compliance with requirements of this protocol will be addressed by the Executive Director and/or designate. Any such deviation may be grounds for modification of currently existing arrangements regarding resident's stay at residence. Such modification will be collectively determined by the Professional Fitness Review Board, Vicar for Priests and/or designate in conjunction with the Executive Director  In case of emergencies any staff member can modify this protocol until an administrative decision can be made by the Executive Director and/or designate.
VII.	In order to change this protocol, prior approval must be obtained from the Vicar for Priests and/or designate.
VIII.	This is a working document which can be changed, altered, or superseded when there is an indicated need to do so. A copy of this protocol will be sent to the offices of the Professional Fitness Review Administrator and the Vicar for Priests.
IX.	This protocol will be reviewed no sooner than August 1, 1997. It will be reviewed again in February, 1998.
SIGNI	ED: James M. Ray
PRIN'	TED NAME: Talman MRay DATE 1 April 1987
EXEC	UTIVE DIRECTOR CETAL DATE 4/8/94



**COMPASSION IN ACTION SINCE 1917** 

25 April 1997

Dear Bernadette,

For your information, here are the dates I will be out over night:

May 17-24 I will be in southern California. I am going with celebrate their graduations. We will be visiting some friends of mine and sight seeing.

April 26 I am spending the night at Koenig Hall in Mundelein.

May 9 I am spending the night at the

May 27 is an overnight at Villa Redeemer Retreat House with seniors from Catholic Charities nursing homes.

June 7-11 I will be staying at the Marriott Hotel in Chicago for the Catholic Health Association Assembly. 

I don't know if you need or want to know, but the sacraments I am doing as of now are:

April 25, today, I am doing a funeral at St. Hubert parish in Hoffman Estates.

May 24 I am doing a baptism at St. John the Evangelist in Streamwood.

May 31 I am doing a wedding at St. John the Evangelist in Streamwood.

June 21 I am doing a wedding at a chapel in Lake Forest (I just forgot the name of the

And I have been asked to do a baptism at Santa Maria Del Popolo in Mundelein. No date has been set for that yet. youdan this one get when

I hope you are doing well. Take care.

cc Fr. Larry McBrady.

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubev

DIVISION MANAGERS Michelle A. Amold William G. D'Arcy Ellen E. Gornev

Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev., Roger J. Coughlin ,

Rev. Charles T. Rubev Rev. Richard F. Bulwith Rev. Daniel C. Jankowski CONSULTANTS

Rev. Msgr. Vincent W. Cooke .. Rev. Daniel M. Holihan

Rev. James M. Ray

Serving Cook and Lake Counties





**COMPASSION IN ACTION SINCE 1917** 

3 June, 1997

Dear Bernadette,

This is a note to remind you that June 7-11 I will be staying over night at the Marriott Hotel on Michigan Avenue in Chicago for the Catholic Health Association Assembly.

And then on June 11 I will be flying to Portland, Oregon to attend my nephew's graduation from high school. I will be staying with my brother's family in will return on Sunday evening June 15.

Have a great Summer!

Jim Rong Jim zony Idilait get this in the mail to forny, I'm zony Idilait get this in the mail to you have a not about the 7-114.

You last week. You already have a not about the 7-114.

But want to belyon know I'll be in Oregon 11-15 ch of fune.

Take care.

CC Fr. Larry McBrady

ADMINISTRATOR Rev. Edwin M. Conway

EXECUTIVE DIRECTOR Donald W. Kent

DIRECTOR OF PROGRAMS Rev. Charles T. Rubey DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Kathleen J. McGowan Walter H. Ousley Everett T. Petlicki

Paul R. Sublewski

Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Roger J. Coughlin Rev. Charles T. Rubey Rev. Richard E. Bulwith Rev. Daniel C. Jankowski CONSULTANTS
Rev. Msgr. Vincent W. Cooke
Rev. Daniel M. Holihan
Rev. James M. Ray



#### **MEMO**

TO: File

**FROM:** Larry McBrady

**DATE:** February 2, 1998

**RE:** Jim Ray

On December 30, 1997, Jim Ray asked me to make a proposal to PCAC. John Kobus, chaplain at St. Mary of Nazareth Hospital and chaplain at Mercy Hospital, have each approached Jim about his availability to handle the night time emergencies at the two hospitals. This would consist of Jim's driving to the hospital at night for a specific emergency - as opposed to being in residence over night. At St. Mary of Nazareth Hospital Sister the president, is aware that Jim is a client of this office. At Mercy, is fully aware.

I suggested that at the end of each month Jim send a list of all emergencies to which he has responded, to this office as well the Office of the Fitness Review administrator. Jim has agreed to do this and Bernadette sees this as helpful. I notified Jim on the 27<sup>th</sup> of January that this arrangement would be effective immediately.

On January 28<sup>th</sup> I met with Jim here in the office to share the disicussion that had transpired at the PCAC meeting and to affirm Jim in his continuing attempts to enter into fuller ministry. I reminded Jim of the importance of his remaining true to his protocol in order to continue on the road to more active ministry.

13 March, 1998

Dear Larry,

I want to let you know that March 27-April 1 I am going to be in Colorado Springs, Colorado attending the National Association of Catholic Chaplains annual meeting.

Also, I have been called out to Mercy Hospital twice. On Monday, March 2, at 5:30AM I was called out anoint a woman who was probably going to be pronounced brain dead after some more tests. And on Monday, March 9, at 5:45AM I was called out for a death.

I hope you are doing well. Take care.

Memo from
Reverend Thomas J. Paprocki
To
- 655-7445
Pn. Jim Ray, asking
permision to do formeral
ax
Littleton, Co. Onhlinse
Merce). En Roy is a
close friend of herz; dying.
He has been cooperation.
Call Seven Charallon for fourther.

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

#### **MEMO**

TO:

File

FROM:

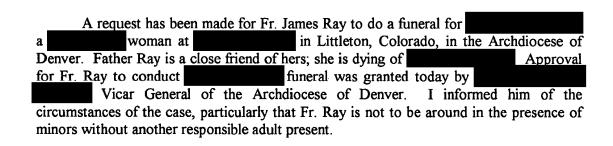
Reverend Thomas J. Paprocki, Chancellor

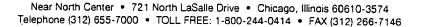
DATE:

April 16, 1998

RE:

Fr. James Ray







**COMPASSION IN ACTION SINCE 1917** 

22 May, 1998

Dear Bernadette,

I am writing to let you know that I will be out of town for two weeks in June.

June 6-10 I will be in New Orleans attending the Catholic Health Association General

Assembly. The meeting is at the Marriott Hotel and I will be staying across the street

at the Sheraton Hotel. The phone number: is 504-525-2500.

Then June 11-21 I will be going out to Oregon for my niece's graduation

from high school. The phone number at my brother's is

I hope all is going well with you and I will talk to you soon.

Sincerely

cc. Father Larry McBrady

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Ray

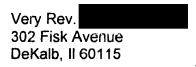
Michelle A. Arnold CONSULTANTS Most Rev. Edwin M. Conway, D.D. Rev. Thomas A. Grace Rev. Charles T. Rubey Donald W. Kent

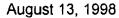
Violet Sabo

DIR. OF HUMAN RESOURCES

DIR. OF DEVELOPMENT

ACCREDITED AND CHILDREN, INC.





Rev. Thomas J. Paprocki, S.T.L., J.D., J.C.D. P.O. Box 1979 Chicago, Il 60690





Dear Father Paprocki,

am writing in response to a young couple preparing for marriage here at St. Mary
Church, DeKalb, II. The couple,
have asked permission to have a priest of the Archdiocese of Chicago preside at their
wedding ceremony on . (The prospective bride,
came to know Father James Ray, the priest above, through his ministry at
Transfiguration Parish in Wauconda, II.)
The specific purpose of my letter is to inquire whether there is any resctriction on Fathe
Ray's ministry
f the Archdiocese has no restrictions on Fr. Ray's ministry. I would be only too happy to

Many thanks for your assistance in helping this wedding couple plan their celebration.

marriage ceremony.

Yours in Christ,
Pastor, St. Mary Chi

Pastor, St. Mary Church DeKalb, II.

give him delegation for

Dear Larry,

This is to officially notify you in writing that I am marrying on at St. John the Evangelist in Sreamwood.

I also have the information we need to get permission from the Diocese of Rockford for a wedding there next June.

The wedding will take place at St. Mary Church in DeKalb, Illinois on The bride, originally from The groom is

The priest they have been talking to in the parish is Fr.

Thank you for your consideration and efforts.

I hope you are doing well. Take care.

Jim Roy

ARCHDIOCESE, OF CHICAGO

Office of the Chancellor



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

GCT 1:5 1998;

## **MEMORANDUM**

TO:

File

FROM:

Reverend Thomas J. Paprocki, Chancellor

DATE:

September 28, 1998

RE:

Fr. James Ray

A request has been made for Fr. James Ray to do a funeral for mother at St. Anthony Parish in Oregon, in the Archdiocese of Portland. Approval for Fr. Ray to conduct funeral was granted today by Chancellor of the Archdiocese of Portland. I informed her of the circumstances of the case, particularly that Fr. Ray is not to be alone in the presence of minors without another responsible adult present. Father Ray will be traveling to Oregon with his family. The funeral will take place on Wednesday, will inform the Pastor of St. Anthony Parish accordingly.

bc: Rev. Lawrence P. McBrady, Vicar for Priests Office



### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611



#### MEMO

TO: Rev. Thomas J. Paprocki

FROM: Rev. Lawrence P. McBrady . M.B.

DATE: September 30, 1998

RE: Rev. James Ray

Jim Ray received permission earlier to perform the wedding at St. John the Evangelist in Streamwood. (See attached letter).

He is now requesting permission to perform a wedding in the Rockford Diocese. I asked him to supply the necessary information.

Father has called this office to express his openness to having Jim perform the ceremony.

I ask that you contact the chancellor's office in Rockford.

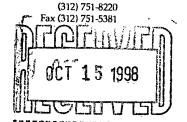
Thanks, Tom!

Office of the Chancellor



October 9, 1998

Post Office Box 1979 Chicago, Illinois 60690



Rev. Msgr.
Chancellor
Diocese of Rockford
P.O. Box 7044
Rockford, Illinois 61126-7044

Dear Monsignor

Enclosed is a copy of a letter from Very Rev. Pastor of St. Mary Church in DeKalb, Illinois, inquiring whether there is any restriction on the ministry of Father James Ray, a priest of the Archdiocese of Chicago. Father Ray has been asked to preside at the wedding of a couple at St. Mary Church on

Please be advised that Father Ray was placed on administrative leave in 1991 due to an allegation of sexual misconduct with a minor. At the time, Father Ray was Associate Pastor of Transfiguration Parish in Wauconda. The prospective bride for the wedding at St. Mary's in DeKalb came to know Father Ray through his ministry at Transfiguration Parish.

Father Ray's ministry continues to be restricted to non-parochial settings, although he has been given permission on a case-by-case basis for funerals and weddings.

Since the proposed wedding is scheduled to take place in the Diocese of Rockford, Father Ray has been advised that the decision to grant permission for this wedding pertains to the Diocese of Rockford. If such permission is granted, it would be important for the officials of the diocese and the pastor of the parish to be aware of the restriction that Father Ray is not to be alone in the presence of a minor without another responsible adult present.

If you have any questions, please feel free to call me.

With cordial good wishes, I remain

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Thomas J. Pagrocki

Chancellor

Cc: V

Very Rev.

Pastor, St. Mary Church, DeKalb

Rev. Lawrence P. McBrady, Vicar for Priests Office



## Diocese of Rockford



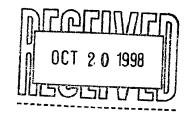
1245 North Court Street P.O. Box 7044 Rockford, Illinois 61126

(815) 962-3709 FAX (815) 968-2824

October 19, 1998

The Very Reverend St. Mary Parish Office 302 Fisk Avenue DeKalb, IL 60115
Dear Father
Your letter of August 13, 1998 to Father Thomas Paprocki, Chancellor of the Archdioces of Chicago, concerning the proposal of Father James Ray presiding at a wedding ceremony at St. Mary Church, DeKalb, on has been referred to me by Father Paprocki In view of the restrictions on the ministry of Father Ray, as determined by the Archdioces of Chicago, permission for him to officiate at this wedding is not granted. Please inform the prospective bride and groom of this decision by the Rockford Chancery.
With every good wish, I remain
Sincerely yours in Christ,
Reverend Monsignor
Chancellor

Copy: Reverend Thomas J. Paprocki, Chancellor, Archdiocese of Chicago
Reverend Lawrence P. McBrady, Vicar for Priests Office, Archdiocese of Chicago



## ARCHDIOCESE, OF CHICAGO

Office of Professional Fitness Review

1-East Superior Saite 504

676 N. St. Clair

Ghiengo, IL 60611 Suite 1910

Chicago, IL 60611

(312) 751-5205 1-800-994-6200 Fax (312) 751-5279

MEMO TO FILE: PFR-36

FROM:

Kathleen Leggdas, Administrator

RE:

**Reverend James Ray** 

DATE:

November 23, 1998

Father Ray, Bernadette Connolly and I met as a way to transition from Bernadette Connelly and provide closure to the clients. Additionally, this provided the client and me with an opportunity to get acquainted, review protocol, client expectations, etc.

Much of the discussion focused on Father Ray's current residence. Effective January 1, 1999, the responsibility for the house will be transferred from Professional Fitness Review Administrator to the Vicar for Priest's Office.

Jim had no specific suggestions regarding services provided by our office.



30 December, 1998

Dear Larry.

I just want to let you know that I will be doing a couple of baptisms next month at St. John the Evangelist in Streamwood.

On January 9, 1999 I will be baptizing son of

On January 30, 1999 I will be baptizing

son of

Also, I just got a phone call last night from a couple who I married two years ago. They had a new son on December 22, 1998. They have not as of yet asked me to baptize but I will not be surprised if they do.

Have a Blessed New Year. I will talk to you when I get back from my trips.

Take care.

Jimkon

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS
Rev. Richard E. Bulwith

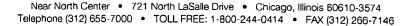
Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin Rev. Daniel M. Holihan

Rev. Daniel C. Jankowski Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT







22 December, 1998

Dear Larry,

I just got of the phone with you and realized that I had not yet sent a note informing you that I am going to be out of town the first two weeks of January. So here it is.

January 1-8 I will be in Michigan skiing at Boyne Mountain.

January 9-16 I will be in Florida. Sunday through Wednesday I will be at the Embassy Suites in Boca Raton, Florida attending the Conference of Diocesan Coordinators of Health Affairs. Then Wednesday evening through Saturday morning I will be visiting some friends, in Deerfield Beach.

If you should need to reach me for any reason the phone numbers I will be at are:

Boyne Mountain:

**Embassy Suites:** 

Have a Blessed Christmas and a Healthy New Year.

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS
Rev. Richard E. Bulwith

Rev. Francis A. Cimarrusti Flev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Ray

Rev. Charles T. Rubey

DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT





10 February, 1999

Dear Kathleen,

Here are some dates that I would like you to know that I will be out of town.

March 7-11 I will be attending a meeting in Las Vegas for the executive board meeting of the Conference of Diocesan Coordinators of Health Affairs. Actually the meeting is only two days, but the best price was to stay for four days. What can I say?

April 21-25 I will be in San Diego for the annual meeting of the National Association of Catholic Chaplains.

June 4-8 I will be in Orlando, Florida for the annual Catholic Health Association Meeting.

June 8-11 I will be at the priest convocation in St. Charles, Illinois

Also a friend of mine won two nights at a place in the Wisconsin Dells and she invited me to join her. We have not set a date yet, I will let you know. But it will probably be before the end of May.

take cove,

Jun Ray

cc Fr Larry McBrady

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas ASSOCIATE ADMINISTRATORS Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti

Rev. Roger J. Coughlin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. Jämes M. Ray Rev. Charles T. Rubev DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES

Violet Sabo CONSULTANT



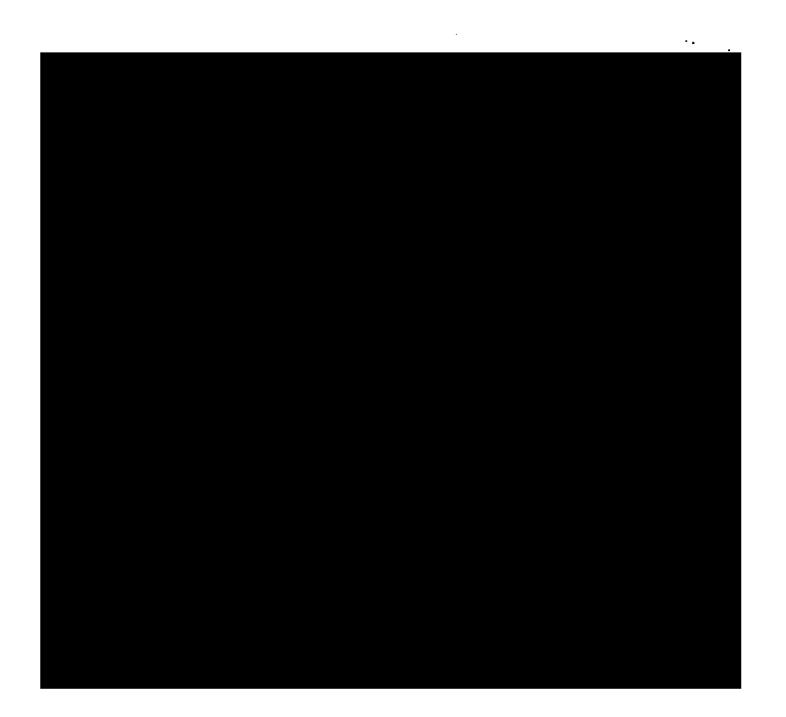
Tom,

As you will recall, Jim Ray has a request before you to celebrate a wedding in LaJolla, CA. While the wedding isn't until 1272, the family is pressuring Jim for an answer. If you can look into this soon it will be very helpful.

A M.B.L.

Thanks for giving this your consideration.

Luanne - Just make out payroll as you do for other Marker Harylan Juni Ray Payable to Rev. James Ray This is combined Send to Jim Silvia with his check Catholic Charities received from Cath Charities 721 N. La Salle Clucago 606/0



## DRAFT

# CLIENT SERVICES DOCUMENTATION

Client Name: Jim Rang	PFR File #: 36
Person Initiating Contact:	Ray / Chint
	1 PFRA 1 4-5-99  Title Date
Type of Contact: (Check one)	
Telephone	In person discussion:
Letter	Staffing
Fax	Board Meeting
	Client PFRA
	Other: (Specify)
April 16 Batlett concer April 27 + 28 at Wiscon won a trips. * All reflect orumet of	clans which client is
Exther Legglar Signature of DFRA	Gril 5, 1999 Date



#### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

#### MEMO

TO: Fr. Paprocki

FROM: Fr. McBrady

RE: Fr. Jim Ray

DATE: April 28, 1999

## Two matters with regard to Jim Ray:

First, Jim seeks permission to officiate at a marriage in LaJolla, California. (See next page). The family come from St. Peter Damian, Bartlett and have rquested Jim. They have lived in California for the past 12 years. I would appreciate you making contact with the chancellor for permission.

Secondly, Jim and I feel it is appropriate for his office position to be added to the directory because he does receive a high volume of calls in his liaison position. (See page 3).

Thanks for your assistance, Tom.



## ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

#### **MEMORANDUM**

TO: Fr. Paprocki

FR: Fr. McBrady .

RE: Fr. Jim Ray

DT: May 28, 1999

DECEIVED DECEIVED OFFICE HIS CHANCELOR

Bishop Conway and Jim Ray met recently to discuss an appropriate title for Jim in his work with Health Care. They determined that his title should be "Assistant Liaison for Health Care."

If you have any questions regarding this, please give me a call.



14 June, 1999

Dear Kathleen,

I want to share with you my schedule for the next few months so you will have it for your files.

June 22 I will be over night at the Villa Redeemer Retreat House for our Nursing home over night vacation.

July 28 till August 6th I will be in Scotland and England.

August 26 till September 5<sup>th</sup> or 6<sup>th</sup> I will be visiting my brother in Portland, Oregon.

September 14 is another overnighter with the seniors at Villa Redeemer.

September 30 till October 4th I will be in San Diego for a wedding.

I hope you are doing well and that your summer will be as exciting and as enjoyable as mine.

Sincerely,

cc Rev. Larry McBrady

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS
Rev. Richard E. Bulwith
Rev. Francis A. Cimarrusti
Rev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT
Most Rev. Edwin M. Conway, D.D.



ss()

# Archdiocese of Chicago

Priests' Payroll Authorization Form

Please Complete Applicable Sections. Incomplete Forms Delay Processing 8/17/00

Name <sub>Rov.</sub> Janes Ray	Position Clicate 10002
Agency Vicar for Pricate	Agency Acct. No. 10-032-002-5001
F/T P/T	Year of Ordination 1975

	Salary (CF Comp. Guidelines)	Annual Salary Monthly Salary \$ 9,300.00 \$			
Д	Mass Stipends  Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.				
	Other Factors: MAIL TO: Jim Silvia Catholic Charities 721 N. EaSallo Chicago, IL 60610	\$ \$			
D	Nèw Hire F/T P/T	Hire Date 7/1/99			
D	If part-time, hours worked per week:				
	TransferPromotion	New Position			
	New Agency	New Salary			
)	Department Account#	Per Effective			
	CHANGE STATUS FROM F/T P/T	<b>TO</b> F/T P/T			
	New Salary	Per Effective			
	If part-time, hours worked per week:	بر برد. حدید د			
	1 <b>Terminate</b> 🗀 Effective				
	2 <b>Leave of Absence</b> 🗀 Effective				
3 Return from Leave of Absence Effective					
Sign	ature is required by each of the following office	es before this payroll action will be executed.			
∭ Agen	cy Director	Date			
Depa Depa	rtment Director Good Facles	Date 6/23/99			
<del></del>	for Administration	Date			
🔲 Revie	wed by Director of Personnel Services 29	Date 1/2:199			
51.17	Please Obtain Authorized Signatures a	nd Return To Employee Services			
Distributio —					
☐ White	e: Payroll 🔲 Yellow: Employee Services 🔲	Pink: Agency Director			

## ARCHDIOCESE OF CHICAGO

Office of the Chancellor



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

June 29, 1999

Chancellor/Moderator of the Curia Diocese of San Diego P.O. Box 85728 San Diego, CA 92186-5728

Liaison for Health Care.

Dear

cc:

Father James Ray, a priest of the Archdiocese of Chicago, has been requested to preside at the wedding of in LaJolla, California, on family is from The Illinois, where Father Ray previously served as Associate Pastor from 1982-1989.

Please be advised that Father Ray was placed on administrative leave in 1991 due to an allegation of sexual misconduct with a minor. At the time, Father Ray was Associate Pastor of Transfiguration Parish in Wauconda. He currently serves in a non-parochial ministry as Assistant

Father Ray's ministry continues to be restricted to non-parochial settings, although he has been given permission on a case-by-case basis for funerals and weddings.

Since the proposed wedding is scheduled to take place in the Diocese of San Diego, Father Ray has been advised that the decision to grant permission for this wedding pertains to the Diocese of San Diego. If such permission is granted, it would be important for the officials of the diocese and the pastor of the parish to be aware of the restriction that Father Ray is not to be alone in the presence of a minor without another responsible adult present.

If you have any questions, please feel free to call me.

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Thomas J. Panachi

Chancellor

Rev. Lawrence P. McBrady, Vicar for Priests Office

Memo from Reverend Thomas J. Paprocki

Reverend Thomas J. Paprocki

To Suzie Cosh Date 6-29-59

Please do Charge notice

for Outhorisesan Dieston:

() p. 33-unde "Health/Hospital

Offins": add address 
721 N. fa balle, Chingo, 16 60610.

tol. #in O.K.

asa: most Br. Edvin M. Conway,

fiasion. Charge: Br. James

Land: most Kn. Fdvin M. Conway, fision. Change: Br. James Roy, Ossistant Liaison.

1) p. 240-under fr. Somes Pay's mome: feep p.o. Boy aslders, but under that, asld: "ASSISTANT LIAISON FOR COMMENT HEALTH CARE" 721 N. LASALLE DRIVE CHICA GO, IL 60610



## Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name Rev. James Ray	Position Client	
Agency Vicar for Priests	Agency Acct. No. 10-082-002-5001	
F/T P/T x	Year of Ordination 1975	

Salary (CF Comp. Guidelines)	Annual Salary Monthly Salary \$ 9,300.00 \$			
Mass Stipends  Note: Normally a resident priest receives his Mass stipends and room and board directly from his parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.				
Other Factors: MAIL TO:  Jim Silvia Catholic Charities 721 N. LaSalle Chicago, IL 60610	\$ \$			
New Hire F/T P/Tx	Hire Date 7/1/99			
If part-time, hours worked per week:				
Transfer Promotion	New Position_			
New Agency	New Salary			
Department Account# Per Effective				
CHANGE STATUS FROM F/T P/T _	<b>TO</b> F/T P/T			
New Salary	Per Effective			
If part-time, hours worked per week:				
1 Terminate 🗀 Effective				
2 Leave of Absence Effective				
3 Return from Leave of Absence [	☐ Effective			
ignature is required by each of the following	ng offices before this payroll action will be executed.			
jency Ditector	Date			
epartment Director	Date			
car for Administration	Date			
	Date			

White: Payroll Yellow: Fmployee Services Pink: Agency Director





July 9, 1999

Reverend Thomas J. Paprocki Chancellor Diocese of Chicago P. O. Box 1979 Chicago, Illinois 60690

Dear Father Paprocki:

In response to your letter of June 29 in reference to Father James Ray, Bishop is not able to grant permission for Father Ray to celebrate the wedding of at in La Jolla, California, on

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,



PASTORAL CENTER 🔸 P. O. 80x 85728 🔹 San Diego, California 92186-5728 💠 Telephone: (619) 490-8200 💠 Fax: (619) 490-8272

For publication in *The New World*Not for publication

DATE: July 12, 1999

ARCHDIOCESE OF CHICAGO OFFICE OF THE CHANCELLOR

TO: OFC. OF CONSULTATIVE BODIES
ARCHDIOCESAN DIRECTORY
MANAGEMENT INFORMATION SERV.
MISSION PRESS

PRIESTS' PLACEMENT BOARD

PRIESTS' RETIREMENT & MUTUAL AID ASS'N.
OFC. OF REAL ESTATE & INSURANCE
OFC. FOR RELIGIOUS
VICAR FOR PRIESTS
VICAR FOR SENIOR PRIESTS

THE FOLLOWING CHANGE IS EFFECTIVE:

immediately

REVEREND JAMES M. RAY, '75

Please add to page 240: Assistant Liaison for Health Care

721 N. LaSalle Dr. Chicago, IL 60610 312 655 7445

On page 33 under Health/Hospital Affairs, please add:

721 N. LaSalle Dr. Chicago, IL 60610

Most Rev. Edwin M. Conway, Liaison Rev. James M. Ray, Assistant Liaison

# Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name	(James Ray) Catholic Charities	Position Client
Agency	Vicar for Priests	Agency Acct. No. 10685-601000
F/T X	P/T	Year of Ordination 1975

		Annu	al Salary	Monthly Salary	
	Salary (CF Comp. Guldelines)	\$		\$ 747.71	
7	Mass Stipends  Note: Normally a resident priest receives his Mass stipends and room and board directly from parish. If there is a variation from this policy, it must be approved by the Director of Personnel Services and the Vicar for Administration.				
_	Other Factors: MAKE CHECK PAYABLE TO CAT	HOLIC CHARITIES	3		
	MAIL to: Catholic Charities  Attn: David Kich  721 N. LaSalle Chicago, TL 6061			ş	
)	<b>New Hire</b> F/T P/T	Hire Date	July 1,	1999	
	If part-time, hours worked per week:				
	Transfer Promotion	New Positio	on		
)	New Agency	New Salary			
	Department Account#	Per		Effective	
	CHANGE STATUS FROM F/T P/T	<b>TO</b> F/T	P/T		
	New Salary	Per		Effective	
	If part-time, hours worked per week:				
	1 <b>Terminate</b> 🗀 Effective	1			
	2 Leave of Absence Effective				
	3 Return from Leave of Absence 🗀 Effe	ective			
ig	inature is required by each of the following offic	es before this po	ıyroll action	will be executed.	
jе	ency Director PM & Bully	Date 8	15/9	9	
÷	partment Director	Date	1		
-	ar for Administration '	Date			
νi	iewed by Director of Personnel Services	Date			



**COMPASSION IN ACTION SINCE 1917** 

17 August, 1999

Dear Larry,

Here are copies of the two of the three checks I received from the Archdiocese. The one I cashed was around \$250. I have no idea why I am receiving them.

#### About our salaries:

When the diocese started deducting the 10% to help defray costs in 1992 my salary was reduced by \$70 a month or about \$840 a year.

I am now looking at a 97-98 salary schedule: For 24 years of ordination 10% is \$1,958 or about \$162 a month.—over a 100% increase in six years.

A suggestion would be to put the 10% on the base salary of \$16,945 which would come to about \$124 a month.

FYI: When Ray Goedert called me in in 1990 I asked if I could help defray the cost of what I was costing the diocese. He said I couldn't afford it. But I said I could at least help. I started sending \$100 a month to PRMAA. When the diocese started taking 10% I stopped.

FYI: I was assigned to Catholic Charities as an Associate Administrator by Cardinal Bernadin. When I found out that Associate Administrators receive a pastor's salary I told Pat O'Malley. He said that if that is what is was supposed to get I would get it. I have been receiving a pastor's salary since then.

I know you have a lot more important things to worry and care about. So I do than you for your time and energy.

ADMINISTRATOR
Rev. Michael M. Boland
EXECUTIVE DIRECTOR
Donald W. Kent
ASSOC. EXECUTIVE DIR.
Jimmy M. Lago
DIRECTOR OF PROGRAMS
Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

Thanks,

ASSOCIATE ADMINISTRATORS Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti

Rev. Roger J. Coughtin Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT





Near North Center • 721 North LaSalle Drive • Chicago, Illinois 60610-3574 Telephone (312) 655-7000 • TOLL FREE: 1-800-244-0414 • FAX (312) 266-7146

25 August, 1999

Dear Sarry,

My friends from San Diego called last night and asked if they could do any thing more about my doing the wedding there in October. apparently they called the disease to find out why I couldn't do it. The person they talked to said that they must have received a negative letter from here. I told them the letter wasn't negative, but I wasn't so overly positive either. Where it stated that I should not be alone with minors could be taken negatively. I look upon that as a protection for myself- not a fear that I am a danger to missons. I suggested that they have the person they talked to call you and then if They wanted to talk further to Fr. Paprocki, you could give them

**ADMINISTRATOR** Rev. Michael M. Boland EXECUTIVE DIRECTOR Donald W. Kent ASSOC. EXECUTIVE DIR. Jimmy M. Lago DIRECTOR OF PROGRAMS Rev. Charles T. Rubey

**DIVISION MANAGERS** Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS

Rev. Richard E. Bulwith

Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski

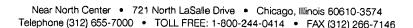
Rev. James M. Rav Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT Most Rev. Edwin M. Conway, D.D.



ACCREDITED





**COMPASSION IN ACTION SINCE 1917** 

his number.

( the bride's father) called me because wanted to know if the was anything else they could do to get me permission to Celebrate the wedding. He wanted to get my permession before he did anything else. I told him I had no problem with his looking into it I will be at my brother in Dregon august 26- Systember 7th. If you need to reach me, the number there is Otherwise I will eall you when I get back. I hope you had a great vacation. and again Thanks for all you do!!

Jim Rous

P. S. Scrot anothe chek from the diocese

ADMINISTRATOR

Rev. Michael M. Boland
EXECUTIVE DIRECTOR

Donald W. Kent

ASSOC. EXECUTIVE DIR.

JIMMY M. Lago

DIRECTOR OF PROGRAMS

Rev. Charles T. Rubey

DIVISION MANAGERS Michelle A. Arnold William G. D'Arcy Ellen E. Gorney Walter H. Ousley Everett T. Petlicki Wendy S. Thomas

ASSOCIATE ADMINISTRATORS Rev. Richard E. Bulwith

Rev. Richard E. Bulwith Rev. Francis A. Cimarrusti Rev. Roger J. Coughlin Rev. Daniel M. Holihan

Rev. Daniel C. Jankowski Rev. James M. Ray Rev. Charles T. Rubey DIRECTOR OF FINANCE Cynthia D. Smetana

DIR. OF HUMAN RESOURCES Violet Sabo

CONSULTANT



To 1000
To
WHILE YOU WERE OUT
M Msgr.
of San Grego's Chancellor
Priorie radinacia
Telephoned
Office Please call
Voicemail Returned your call
FAX Call on Monday Called to see you Pager Msgr. is out on Wants to see you
Pager Msgr. is out on Wants to see you
(/+==:(/
Mobile Will call again
e-mail URGENT
Message
July letter re Ain Ray
July letter re Jin Ray
father of the bride is asking. San Diego to reconsider
Son Diego to recognider
la
Operation
Reorder #23-016 CHECK HERE IF ADDITIONAL NOTES ON OTHER SIDE
T CHECK HERE II ADDITION LINE TO THE CHILD

TOP ,	
	3:53 BM
WHILE YOU WE	RE OUT
M Msgr.	
of San Dreg	po
Phone Numbers	
Office	Telephoned
Office Area Code Number Ext.	Please call
Voicemail	☐ Returned your call
FAX	Called to see you
Pager	
Mobile	─ Will call again
e-mail	☐ URGENT
Message	
BP. +	?
granted Dermis	Sim
D Ax Pay 7	7)
perform a wea	dia
in lan Dim	- 7
With Sun Mego	
- WHET WIN JOHOW	Operator
Rearder HORACO	DITIONAL NOTES ON OTHER SIDE.



September 8, 1999

Reverend Thomas J. Paprocki Chancellor Diocese of Chicago P. O. Box 1979 Chicago, Illinois 60690

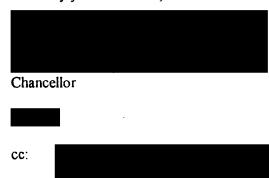


Dear Father Paprocki:

In further response to your letter of June 29 and after conversing with Father Larry McBrady, I am happy to inform you that Bishop is able to grant permission for Father James Ray to celebrate the wedding of in La Jolla, California on

Should you have any questions, please feel free to contact me.

Sincerely yours in Christ,



PASTORAL CENTER + P. O. Box 85728 + San Diego, California 92186-5728 + Telephone: (619) 490-8200 + Fax: (619) 490-8272

## Victim Statement Abstract

This abstract replaces a letter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, from Victim JS, dated October 1999. In the letter, Victim JS thanks Leggdas for her professionalism and objectivity as he navigated the process of formalizing his allegation of abuse against Rev. James Ray.

Request for permission to perform a wedding in the Diocese of San Diego
by Fr. Jim Ray.

in LaJolla, California



### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

October 5, 1999

Chancellor Diocese of San Diego P. O. Box 85728 San Diego, CA 92186-5728

Dear

Thanks again for taking the initiative in the matter of Jim Ray's desire to celebrate the wedding at Jim and the family of the bride are thrilled that this has been worked out and it is through your kindness that this has come about.

I appreciate the special effort you made in this situation and I want you to know that Jim and I are grateful.

May the Lord continue to bless you in your ministry.

Sincerely,

Rev. Lawrence P. McBrady Vicar for Priests

## Victim Statement Abstract

This abstract replaces a summary prepared by Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, of Victim JS's statement, given to Ms. Leggdas on October 12, 1999, formalizing his allegation of abuse against Fr. James Ray. According to Victim JS's statement, the alleged abuse occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions.

## **IMPORTANT NOTICE**

You have a right to report accusations of child abuse to the Illinois Department of Children and Family Services. (The Department of Children and Family Services "hotline" telephone number is 1-800-252-2873). You also have a right to report such accusations to the State's Attorney's Office or other law enforcement agencies. (The Cook County State's Attorney's telephone number is (312) 443-5440; the Lake County State's Attorney's telephone number is (708) 360-6644). If you have any questions as to how to make such a report you may refer those questions to the Department of Children and Family Services or the State's Attorney's Office.

I have read and understood the above notice. A representative of the Archdiocese has given me a copy of the Department of Children and Family Services brochure describing the child abuse reporting laws. The representative of the Archdiocese whose name appears below has not discouraged me in any way from reporting to the authorities
Date Date
I presented a convert this "Important Nation" and a convert the Department of Children
I presented a copy of this "Important Notice" and a copy of the Department of Children and Family Services brochure describing the child abuse reporting laws to the person whose

RALPH BONACCO Mi
Print Name

printed name and signature appears above, on the date indicated in this document.

10-12-99

Date

## ARCHDIOCESE, OF CHICAGO

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

## **MEMORANDUM**

TO:

File

FROM:

Rev. Thomas J. Paprocki, Chancellor

DATE:

October 16, 1999

RE:

Review Board Meeting - First Stage Review - Rev. James Ray

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611

#



(312)751-5205 1-800-994-6200 Fax (312)751-5279

## Professional Fitness Review Board Meeting October 16, 1999

## **MINUTES**

Board Members Present at the Meeting:

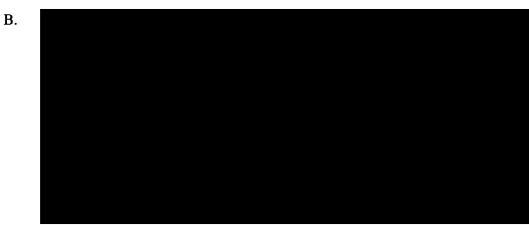


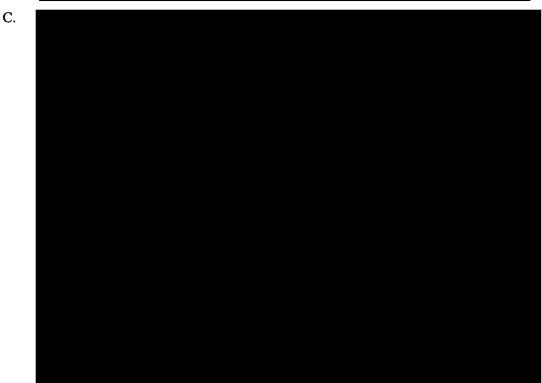
Others Present:

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFRA

Absent:

- I. Approval of September 18, 1999 Minutes.





D. Matter of PFR-36, Rev. James Ray.

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of allegation and Fr. Ray's response be released

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

- That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- That further discussion of ministry be postponed until these recommendations are carried out.

### III. Other Matters.



Next regularly scheduled meeting is November 20, 1999.

Office of Professional Fitness Review 676 N. St. Clair, Suite #1910. Chicago, IL 60611



312-751-5206 Fax: 312-751-5279

# facsimile transmittal

	To:		Fax:		
		· • · · · · · · ·			
	From: KA-	THIEEN IA	FGG PAS Date:	11 - 18-9	
	Re:	TIFLEEN NE	Pages:	10 - 18-9	<u>Z </u>
	CC:				
	☐ Urgent	☐ For Review	☐ Please Comment	Please Reply	☐ Please Recycl
•	•	•	•	•	•
Please	FAX	and	follow	with and	oucinal
		, by n		١.	,
	0		2		
A A				Thanh	(May)
	*			• • • • • •	
		•		•	
	C	ONFIDENT	ÂL		
				CON	FIDENTIAL
				•	
	**************************************				
					*
385				• • • • • •	• • • • • • • •

### Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

James Ray

Date:

October 21, 1999

Summary of discussion from the Professional Fitness Review Board Meeting on October 16, 1999:

The Review Board conducted a First Stage Review regarding the allegation of against Father James Ray. (See Kathleen Leggdas' memos of 10-12-99 and 10-14-99 summarizing the allegation and the response of Fr. Ray.) The PFRA and the Review Board found the allegation credible.

The Review Board requested that the information of response be released

allegation and Fr. Ray's

Now that this allegation makes Fr. Ray's case a Review Board matter, the Board also asked for information from the Vicar for Priests Office in anticipation of the Second Stage Review at which the Board will review Fr. Ray's ministry and protocol.

- That PFRA make every effort to account for discrepancy in allegation and response concerning genital touching.
- That further discussion of ministry be postponed until these recommendations are carried out.

# Archdiocese of Chicago Priests' Payroll Authorization Form

Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name Rev. James Ray	Position Client
Agency Vicar for Priests	Agency Acct. No. 10685-601000
F/T P/T <b>x</b>	Year of Ordination 1975

s	<b>Salary</b> (CF Comp. Guidelines)	Annual Salary \$ 9,300.00	Monthly Salary \$
<b>A</b>	Mass Stipends Note: Normally a resident priest receives his Modern the policy, it services and the Vicar for Administration.		
-	Other Factors:		
_		\$	\$
	<b>New Hire</b> F/TP/T	Hire Date	
	f part-time, hours worked per week:		
_ 1	ransfer Promotion	New Position	
	lew Agency	New Salary	
	Department Account#	Per	Effective
	CHANGE STATUS FROM F/T P/T	<b>TO</b> F/T P/T	
	New Salary	Per	Effective
11	f part-time, hours worked per week:		
]	Terminate 🖼 Effective	NOV. 1, 1999	
_ 2	Leave of Absence Effective		
3	Return from Leave of Absence 🗀 Effe	ective	
Signa	ture is required by each of the following offic	es before this payroll actio	n will be executed.
Agenc	y Director PMBnsh	Date /0/22/	99
	ment Director	Date / /	
	or Administration	Date	
<b>」</b> Review	ved by Director of Personnel Services	Date	

White: Payroll Yellow: Employee Services Pink: Agency Director

Distribution:



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

Memo to File: From: Re: Date:	. 1 . 7		
Father Larry McBrady and PFRA met with Fr. Ray on October 22, 1999 at 9:30 a.m. The focus of the meeting was to clarify statements made and then amended by Father Ray in response to the allegation of sexual misconduct with a minor made by on October 12, 1999.			
In response to clothing:	the statement of allegation regarding touching "s genitals either over or under		
10/12/9	99 – "not to my recollection, it may have happened."		
10/23/9	99 – "not to my recollection. I'm not saying it didn't happen."		
"saying	to clarify, Fr. Ray said both of these statements were made in an effort to keep from is a liar." JR reiterated that he may have brushed against when hugging him, and have been uncomfortable, but JR has no recollection of touching genitals over ng.		
-	dded that in his dealings with Father Ray, JR has upon confrontation always been open also self reported in one incident with an adult male in 1993.		

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Mr. John O'Malley, Legal Services Mr. James Serritella, Attorney

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

of Sexual Misconduct With a Minor Against

### Memorandum

1 /		T-1	
$\Lambda/lam \Lambda$	tΛ	H 1	Δ.
Memo	w	T.11	υ.

PFR-36

From: Re:

Kathleen Leggdas, Administrator

Response to Allegation of

Date:

Father James Ray October 22, 1999

### **Present at Meeting:**

Rev. James Ray, Alleged Perpetrator Rev. Larry McBrady, Vicar for Priests

Kathleen Leggdas, Professional Fitness Review Administrator

Meeting Summary:
Father Ray was presented with the detailed information contained in the statement made by on October 12, 1999. (See detailed memo on allegation).
In response, Father Ray stated that he was in Waukegan from 1975 – 1982, and that Fr. Edward Maraczewski was in fact pastor at that time.
The general information regarding JR's relationship with and with six is consistent with JR's recollection, i.e. sharing meals, watching TV in the family room, sitting on JR's lap and sitting on JR's lap and clothing or touching his genitals. His response was "not to my recollection."
Father Ray stated that there was "closeness and cuddling" and that as alleges, they did share a bed at the rectory upon occasion.
According to JR, "it could have happened that he lifted and put on top of JR when they were in bed together."
Fr. Ray recalls the disclosure of the allegation of prior sexual misconduct to but added that was present. JR felt, that "they should hear it from him, not as a rumor."
Fr. Ray also recalls visiting friend was present and JR recalls talking about using contact with boys as "fuel for masturbation."
Fr. Ray said he was not surprised that had come forward. JR was aware of both cutting off contact over the last year or two.
PFR advised Father Ray to refrain from contacting any members of the family. He willingly agreed.

### Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated October 22, 1999, summarizing Fr. James Ray's response to Victim JS's allegation of abuse. According to the report, Ray agreed the description of Ray's relationship with Victim JS's family, provided by Victim JS, was accurate. Ray also acknowledged sharing a bed with Victim JS on occasion; however Ray stated he did not recall fondling Victim JS under his clothes.

# Archdiocese of Chicago Priests' Payroll Authorization Form

ing Lindo B.

Priests' Payroll Authorization Form
Please Complete Applicable Sections. Incomplete Forms Delay Processing

Salar  Mass Note: I parish. Service	Y (CF Comp. Guidelines)  Stipends  Normally a resident priest receives his Normally a variation from this policy, it is and the Vicar for Administration.		Annual S		Oloco Monthly S	alary
Salar  Mass Note: I parish. Service	Y (CF Comp. Guidelines)  Stipends  Normally a resident priest receives his N  If there is a variation from this policy, it	Mass stipend	Annual S \$ 9,300.	alary		alary
Mass Note: I parish. Service	Stipends  Normally a resident priest receives his N  If there is a variation from this policy, it		\$ 9,300.			Salary
Mass Note: I parish. Service	Stipends  Normally a resident priest receives his N  If there is a variation from this policy, it		\$ 9,300.			,
Note: I parish. Service	Normally a resident priest receives his Normally a resident priest receives his Normally a variation from this policy, it		de and roo	-		
Othe					***************************************	500000000000000000000000000000000000000
	r Factors:					
			\$		\$	
<b>New</b>	<b>Hire</b> F/T P/T	Hire Dat	te			
If part-	time, hours worked per week:					-
Trans	fer Promotion	New P	osition_			
New A	gency	New Sa	lary			
Depar	tment Account#	Per		Ef	fective	
CHAN	GE STATUS FROM F/T P/T	<b>TO</b> F/1	[P	·/T	_	
New S	alary	Per		Ef	fective	
If part-	time, hours worked per week:					
1 Tern	n <b>inate</b> 🖼 Effective		MOV. 1, J	.999		
2 Leav	ve of Absence 🗀 Effective					
3 Retu	ırn from Leave of Absence 🔲 Eff	ective				
Signature is	required by each of the following office	ces before	this payrol	action w	ill be exec	uted.
Agency Dire	har John	Date	21 10 f	22/29		
Department	1 327-2 1	Date	10 /	25 /99		
Vicar for Adr	ninistration  / Director of Personnel Services 14	Date Date				

☐ White: Payroll ☐ Yellow: Employee Services ☐ Pink: Agency Director

# Archdiocese of Chicago Priests' Payroll Authorization Form Please Complete Applicable Sections. Incomplete Forms Delay Processing

Name	Rev. James Ray	Position Client		
Agency Vicar for Priests A		Agency Acct. No. 10685-601000		
F/T	P/T X	Year of Ordination 1975		
	Salary (CF Comp. Guidelines)	Annual Salary Monthly Salary \$ 9,300.00 \$		
Д		is Mass stipends and room and board directly from his y, it must be approved by the Director of Personnel		
	Other Factors:	. \$		
Ď	<b>New Hire</b> F/T P/T	Hire Date		
D	If part-time, hours worked per week:			
	Transfer Promotion	New Position		
	New Agency	New Salary		
)	Department Account#	Per Effective		
	CHANGE STATUS FROM F/T P/T	<b>TO</b> F/TP/T		
	New Salary	Per Effective		
	If part-time, hours worked per week:			
	1 Terminate 🕁 Effective	NOV. 1, 1999		
F	2 Leave of Absence T Effective			
	3 Return from Leave of Absence	Effective		
Siç		offices before this payroll action will be executed.		
Agency Director		Date		
Department Director		Date		
☐ Vicar for Administration		Date		
☐ Rev	lewed by Director of Personnel Services	Date		
Distribu	<del>-</del>	res and Return To Employee Services		
T Wh	ito: Pornelle 🗀 Million Foot I in Contra	Pick A to the		

11/10/99 Jim Ray - NOTES ON MY CONVERSATION + JEM ACTERNATION INITIATING CONTACT WHO EACH OTHER, WAS GIVEN PERMISSIN TO BE A GOFATHER AT A BAPTISM IN ULSITED WHILE THERE.

> IN THE PAST MINE YEARS! " BEST PERSON, BEST PRIEST I'VE EVER BEEN!

AIRPORT INCIDENT! JUN REPORTED TO

WHEN TRAVELING AND STRYING ALONE IN HITCES: NO MOVIES, MAGAZNES, PEOPLE, BUIL STORES ETC.

(0/30/96 MOVED INTO

NOV. 93: CHANGE IN PROTOCOL: MASS AT CHARITIES + . NO WHERE ELSE. NO SACRAMENTS

12 16 1994; BECAUSE OF IMPORTANT STRIDES!

CALL WEDDING FUNCTAL BAPTISM MUST BE CECKED TURN VICAR FOR PRICETS (REVIEWED 4-1-97)

MASS AT MERCY! UPM MASS EACH SATURDAY. THIS STARTED A YEAR AFTER REMOVAL. DISCONTINUES AFTER AIRPORT INCLAZAT. STORED IN 1994.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

MEMO TO FILE: FROM: RE: DATE:	Rev. James Ray November 12, 1999	
<b>1 1</b>	meeting was to address the discrepancy between Fr. Ray's and tual misconduct alleged against Father Ray.	
PFRA, Michael Bla discuss the allegation	nd, Victim Assistance Minister, met with against Fr. Ray. stated that his previous allegation that JR is accurate and happened frequently	er

### Victim Statement Abstract

This abstract supplements a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 12, 1999, summarizing a meeting she attended with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry and Victim JS. According to the memorandum, the meeting was called in order to resolve discrepancies between Victim JS's description of the alleged abuse by Fr. James Ray and Ray's own description of his actions involving Victim JS. Victim JS confirmed his allegation of under-the-clothes touching by Ray.



## Most Reverend Edwin M. Conway D.D.

Rev. Lawrence McBrady Vicar for Priests 645 N. Michigan Ave. #543 Chicago, IL 60610

November 13, 1999

Dear Larry,

I understand that you are going to appear before the Professional Review Board that is considering the recent allegation against Father James Ray. I would appreciate you communicating the substance of this letter to the Board for me.

Following the removal of Jim Ray from parish ministry a few years ago, he was assigned to Catholic Charities. He assumed the capacity of Associate Liaison for Health Affairs, assisting me in my job as Liaison. He has remained most loyal, dedicated, and trustworthy. Most recently I have supported him in professionalizing his future work by seeking Masters level studies in Health Administration. He is settling into to a priesthood that will be spent in the service of the Health Care Ministry of the Church.

Jim has always conducted himself in a professional manner in his years at Charities. In the early years in compliance with directives he kept a log of his daily routine. He entrusted the facts of the background of his assignment to several CEOs in Health Care so that there was a self-imposed monitoring of his relationships at gatherings. He is consistently open and honest with me in all of our relations and in all of the activities in Health Care. Father Boland tells me that Jim has remained true to these commitments as he works daily at Catholic Charities. Father Boland values him as a member of his staff.

Jim is faithful to all of the monitoring regiments that are set up for his welfare, his protection and the good of the Archdiocese. He is prayerful and people sense in him the qualities of a good pastoral priest. I am sure you are aware of his priestly concern for his fellow priests in his shepherding them at

I am unaware of the details of the present case. I believe that occurred several years ago. I would hope that Jim's consistent behavior of the past number of years would indicate to the Board that he is on the appropriate journey in priesthood at present.

Should you or the Board need to speak with me, I will be at the Hyatt Capital Hotel in Washington DC at the NCCB meeting until the afternoon of November 18<sup>th</sup>. Thank you for carrying this communication forward for me.

In Christ,

RESIDENCE:
ST. MARY OF THE LAKE PARISH
4200 N. SHERIDAN ROAD
CHICAGO, ILLINOIS 60613

☐ VICARIATE II 1651 W. DIVERSEY PARKWAY CHICAGO, ILLINOIS 60614 Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

### **MEMORANDUM**

TO:	File
FROM:	Rev. Thomas J. Paprocki, Chancellor
DATE:	November 20, 1999
RE:	Rev. James Ray – Review Board Meeting – Second Stage Review
client of the Y	against Rev. James Ray. Before this allegation, Father Ray was a Vicar for Priests office. Since the allegation by brings ander the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar as present for the Review Board's Second Stage Review.
allegation of Ray should b	Board members affirmed their First Stage determination finding the credible. The Board did not believe though that Father be removed from his position as Associate Liaison for Health Affairs at ities at this time, since this ministry does not involve access to minors.
	ns of protocol, Fr. Ray is not to be alone with minors without another dult present. He is not eligible to perform public sacramental ministry

without permission from the Vicar for Priests. He also needs such permission for travel. He lives at Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his

activities that he would report to the PFRA.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### **Professional Fitness Review Board**

November 20, 1999

10:00 a.m. - 2:00 p.m.

### **AGENDA**

- I. Approval of Minutes from October 16, 1999
- II. Case Reviews
  - A. In the Matter of PFR-3-6, Rev. James Ray

    Father Larry McBrady, Vicar for Priests will attend

### Second Stage Review

- B.C.D.
- III. Other Matters
  - ---

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611

**Board Members Present:** 



(312)751-5205 1-800-994-6200 Fax (312)751-5279

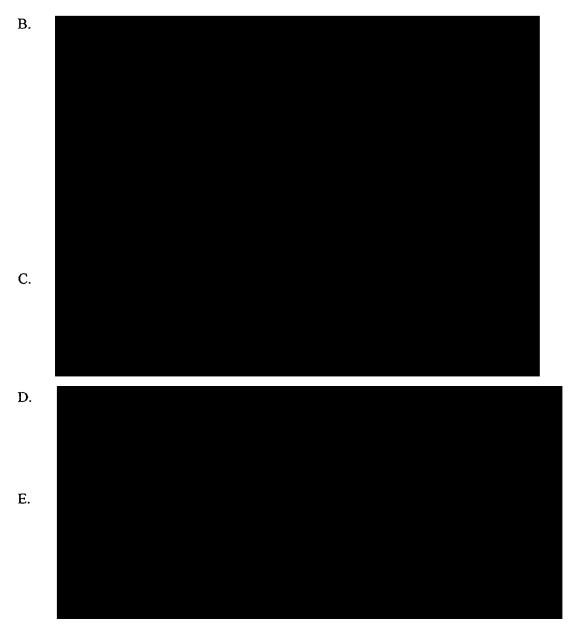
### **Professional Fitness Review Board**

November 20, 1999

### **MINUTES**

<u>Absen</u>	<u>t:</u>	
<u>Others</u>	Presen	t <u>:</u> Rev. Lawrence McBrady, Vicar for Priests Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFRA
I.	Appro	val of Minutes of October 16, 1999
II.	Case R	Reviews
	A.	In the Matter of PFR-36, Rev. James Ray
	I	The Review Board conducted a Second Stage Review regarding the allegation of against Rev. James Ray. Previous to this allegation, Father Ray was a client of the Vicar for Priests office. Since the allegation by brings Father Ray under the jurisdiction of the Review Board, Father Lawrence McBrady, Vicar for Priests, was present for the Review Board's Second Stage Review.
		The Board members affirmed their First Stage determination finding the allegation of credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry does not involve access to minors.

In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for Priests. He also needs such permission for travel. He lives at Responsibility for his protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he keep a daily log of his activities that he would submit to the PFRA.



III. Other Matters:



Next regularly scheduled meeting is December 18, 1999

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

06-73-

November 22, 1999

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on November 20, 1999 and conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry for Rev. James Ray.

The Board members affirmed their First Stage determination finding the allegation to be credible. The Board recommended that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

The Board members further recommended that the Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, pre-approval from PFRA and Vicar for Priests Office for public sacramental ministry and pre-approval of travel plans. The Board also recommends that Father Ray keep a log of his activities and submit this to the Review Administrator monthly.

If you have any questions or concerns about these recommendations please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Lathleen Leggdan

KL/lnp

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

Responsibility for his

### Memorandum

Memo to File: From: Re: Date:	PFR-36 Kathleen Leggdas, Administrator James Ray November 22, 1999		
Summary of th	e discussion from the Professional Fitness Review Meeting on November 20, 1999:		
against Rev. Ja office. Since th Review Board, Second Stage I	·		
The Board members affirmed their First Stage determination finding the allegation of credible. The Board did not believe, though, that Father Ray should be removed from his position as Associate Liaison for Health Affairs at Catholic Charities at this time, since this ministry			
does not involve access to minors.			
In terms of protocol, Fr. Ray is not to be alone with minors without another responsible adult present. He is not eligible to perform public sacramental ministry without permission from the Vicar for			

protocol now shifts to the Professional Fitness Review Administrator. The Board also asked that he

Priests. He also needs such permission for travel. He lives at

keep a daily log of his activities that he would submit to the PFRA.

### Victim Statement Abstract

This abstract replaces a memorandum to file from Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, dated November 24, 1999, summarizing her meeting with Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, and Victim JS's relative. In the meeting, Victim JS's relative indicates that she was unaware of any misconduct that occurred between Victim JS and Fr. James Ray. She did recall that her family was very close with Ray when Victim JS was growing up.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

To:

Ms. Violet Sabo

From:

Kathleen Leggdas, Administrator

+0

Re:

November salary for Father James Ray

Date:

November 29, 1999

Per a memo dated October 22, 1999 from the Vicar for Priests Office, the Office of Professional Fitness Review pays Father Ray a partial salary of \$775.00 effective November 1st (copy of memo attached).

On November 18, 1999 a check for the November salary of Father James Ray was issued and sent to Catholic Charities c/o Mr. David Kich. This is a request to allow for payment to Father Ray of \$775.00.

Please note that effective December 1, 1999, our office will send Father Ray's check directly to him.

If you have any questions regarding this request, I can be reached at 312-751-5206.

Thank you for your assistance in this matter.

Cc:

Vicar for Priests

Rev. James Ray



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

November 29, 1999



Dear

Please be advised that the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Review Process for Continuation of Ministry.

The Board members affirmed their determination that there is reasonable cause to suspect that Rev. James Ray engaged in sexual misconduct with a minor.

As a result, the Board made the following recommendations to Cardinal George who has accepted them:

- That Father Ray not be alone with minors without another responsible adult present.
- He will be limited in public sacramental ministry and require permission from the Review Administrator and Vicar for Priests Office to perform weddings, funerals, etc.
- He will notify Review Administrator of all out of town/overnight trips away from his residence.

These protocol restrictions are explained to you so that you can be assured that the Board will continue working with Father Ray in a monitoring and supportive role.

The services of Assistance Ministry continue to be available to you (312-751-8267).

Blessings for the Holidays!

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggdan

KL/lnp

Cc:

Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Mr. John O'Malley

# Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611 312-751-5205 INDIVIDUAL SPECIFIC PROTOCOL

For Rev. James Ray

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 2.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. Meet with PFRA twice a year.
- 7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
- 8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
- 9. A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James MRay Date: 6 December, 1999

Printed Name: James Ray

Signature of PFRA: Nathley M. Legglas Date: Neumber 6, 1999

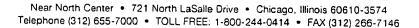
COPY

# TRAVEL/VACATION AGREEMENT

Permis	rsion to go on vacation to Buyne Mountain Michigan from/to 1/1-14/2000  (Destination) (Dates)  ar has been granted to Jim Ray provided the following conditions			
this yea	this year has been granted to $\mathcal{T}_{i}$ where $\mathcal{R}_{i}$ provided the following conditions			
will be met by him and :				
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.			
2.	No contacts with minors are allowed unless companion is present.			
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.			
4.	If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.			
5.	The date of return to the residence has been set for 14 January 2000, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.			
Signature(s):  James 14 Kon				
Date:	26 December, 1979			

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Kl 12-29-99





COMPASSION IN ACTION SINCE 1917

28 December, 1999

Dear Kathleen,

I would like permission from your office for the following trips:

January 7-14 for an annual ski trip to Boyne Mountain, Michigan.

February 16-21 for the annual meeting of the Conference of Diocesan Coordinators of Health Affairs in Honolulu, Hawaii. I will be attending a two day ethics seminar and then a two day meeting of the CDCHA.

February 25-March 2 for the annual National Association of Catholic Chaplains meeting in Charlotte, North Carolina.

There is a possibility that I may have another two day planning meeting for CDCHA in March of April.

Also, I am planning a cruise, June 11-18, with family and friends.

Thank you for you consideration.

CC Father Larry McBrady

Rev. Daniel M. Holihan Rev. Daniel C. Jankowski Rev. James M. Ray Rev. Charles T. Rubey DIR. OF HUMAN RESOURCES
Violet Sabo
DIR. OF DEVELOPMENT
Michelle A. Arnold
CONSULTANTS
Most Rev. Edwin M. Conway, D.D.
Rev. Thomas A. Grace
Donald W. Kent



COPY

### TRAVEL/VACATION AGREEMENT

Permi	ear has been granted to		
this ye	ar has been granted to Provided the following conditions		
	met by him and:		
1.	The designated companion agrees to accompany the client at all his activities. Client is not		
	allowed to be by himself.		
2.	No contacts with minors are allowed unless companion is present.		
3.	Client is required to call in, to keep a daily log: proofs/tickets,		
	receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for		
	verification.		
4. If any of the above conditions are violated both the client and the travel companion(s) will			
	held accountable by the Archdiocese of Chicago.		
5.	The date of return to the residence has been set for 14 January 2000, however due		
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the		
	PFR Administrator must be granted for any changes in this statement.		
Signati	Talklier Leggda.		
	James M. Kon		
Date:	7 January 2000		

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of the Archbishop



February 4, 2000

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of November 22, 1999 regarding the matter of Reverend James Ray, following the Second Stage Review conducted by the Review Board on November 20, 1999.

I have accepted the Board's determination that the allegation against Father Ray is credible as well as the Board's recommendation that Father Ray continue in his position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.

I also accepted the Board's further recommendations that Father Ray's Review Board Protocol include restrictions from being alone with minors unless another responsible adult is present, that he obtain pre-approval from the Professional Fitness Review Administrator and the Vicar for Priests for public sacramental ministry and for travel, and that he keep a log of his activities and submit this to the Review Administrator monthly.

I am grateful to the members of the Review Board and yourself for your assistance in this matter.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Given at the Chancery

Rcv. Thomas J. Paprocki

Riomos J. Paprock

Chancellor

cc: Most Reverend Raymond E. Goedert, Vicar General

Reverend Lawrence P. McBrady, Vicar for Priests Mr. Ralph Bonaccorsi, Victim Assistance Minister

Mr. John C. O'Malley, Director of Legal Services

COPY

# TRAVEL/VACATION AGREEMENT

Permis	sion to go on vacation to Hon alulu Hamaii from/to 2/15 - 2/21, 2000  (Destination)  The Ray provided the following conditions		
•	ar has been granted to $\frac{\sqrt{1 m R_{ay}}}{(Client name)}$ provided the following conditions met by him and $\frac{R_{ay}}{R_{ay}}$ :		
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.		
2.	No contacts with minors are allowed unless companion is present.		
3.	Client is required to call in, to keep a daily log: proofs/tickets, (Frequency) receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for		
	verification.		
4.	If any of the above conditions are violated both the client and the travel companion(s) will be		
	held accountable by the Archdiocese of Chicago.		
5.	The date of return to the residence has been set for $2-21-2000$ , however due		
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the		
	PFR Administrator must be granted for any changes in this statement.		
Signatu	fames Many J. Lings		
Date:	9 February 2006		

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

### **ADDENDUM TO**

# PROFESSIONAL FITNESS REVIEW BOARD MINUTES February 19, 2000

In the matter of Rev. James Ray, PFR-36

Discussion focused on need to determine risk to minors. Recommendation				
made to				



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

February 22, 2000



Dear

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. At that time, the Board addressed questions of ministry and further actions to be taken as a result of your allegation of sexual misconduct as a minor.

Subsequently, the Board made a number of recommendations to Francis Cardinal George. The Cardinal has asked that I communicate to you directly that he has accepted the following Review Board Recommendations in the matter of Rev. James Ray:

- That he continue in his current position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- Restriction from being alone with minors unless another responsible adult is present.
- Pre-approval be obtained from the Professional Fitness Review Administrator (PFRA) and Vicar for Priests for public sacramental ministry and for travel.
- Log of activities be maintained and submitted to the PFRA monthly.

I hope this information will be helpful to you in your efforts to work through related issues.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggela

KL/Inp

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Mr. Ralph Bonaccorsi, Victim Assistance Ministry



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

February 22, 2000

Reverend James Ray 918 W. 33rd Street Chicago, IL 60608

Dear Father Ray,

On November 20, 1999, the Review Board conducted a Second Stage Review pursuant to Article 1104.10 of the Policies and Procedures. The Review Board addressed questions of ministry and further actions to be taken as a result of the allegation of sexual misconduct with a minor by

Subsequently, the Board made the following recommendations to Cardinal George:

- That you continue in your position as Associate Liaison for Health Affairs at Catholic Charities since this ministry does not involve access to minors.
- That a Protocol be developed and signed to include:
  - Restriction from being alone with minors unless another responsible adult is present.
  - That pre-approval be obtained from the Professional Fitness Administrator (PFRA)/Vicar for Priests for public sacramental ministry and for travel.
  - That a log of activities be kept and submitted to the PFRA monthly.

Cardinal George has accepted these recommendations which have already been incorporated into your protocol. The Cardinal has asked that I communicate this to you directly.

If you have any further questions please call at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggelan

KL/Inp

Cc:

Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

### Victim Statement Abstract

This abstract replaces a letter to Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, from Victim JS, dated March, 1 2000. Victim JS had previously come to the Archdiocese of Chicago to make an allegation of misconduct by Fr. James Ray. At the time of his letter, Victim JS was concerned that Ray was not respecting the confidential nature of the process, and instead was spreading rumors about Victim JS.

Office of Professional Responsibility Office of Assistance Ministry



Post Office Box 1979 Chicago, Illinois 60690

(312) 751 - 8256/8267 (312) 751 - 8307 (Fax)

March 15, 2000



Dear

This is in response to your letter dated March 1, 2000, which I received today.

First, thank you for writing me regarding your concerns about Fr. James Ray. While I am happy to hear of your Lam saddened to hear of your recent set back.

If Fr. James Ray is, as you say,

I would

find his behavior unacceptable and inappropriate. Therefore, I have forwarded a copy of your letter to Ms. Kathleen Leggdas, the Professional Fitness Review Administrator, who is monitoring Fr. James Ray. I am sure Ms. Leggdas will take your claim seriously and further investigate Fr. James Ray's behavior.

I do understand your pain, anger and concern regarding this matter. I also understand your personal commitment to your on-going healing and wholeness. If there is anything further I can do to assist you in your healing please let me know.

Sincerely.

Michael J. Bland, M.A., D.Min.

Clinical Coordinator

Cc: Ms. Kathleen Leggdas, Professional Fitness Review Administrator

### Victim Statement Abstract

This abstract supplements a letter from Michael Bland, Clinical Coordinator for the Archdiocese of Chicago's Office of Victim Assistance Ministry, to Victim JS, dated March 15, 2000. Responding to Victim JS's concern that Fr. James Ray is spreading rumors about Victim JS among their shared community, Bland acknowledged the alleged behavior by Ray was unacceptable and referred the matter to Kathleen Leggdas, Professional Fitness Review Administrator for the Archdiocese of Chicago's Office for Professional Fitness Review, who was responsible for monitoring Ray.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Professional Fitness Review Board March 18, 2000

### **MINUTES**



### Others Present:

Rev. Thomas Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, Professional Fitness Review Administrator

I. Approval of Minutes for February 19, 2000 with Addendum

II. Case Reviews

A.

B.



C. In the matter of Rev. James Ray, PFR-36 Letter to the Cardinal: Allegation of found credible. Protocol, monitoring tightened up. Concerns Recidivist with an adult Denial of evidence of allegation Decision needs to be made regarding level of risk to minors Revisit protocol restrictions D. Other Business A. B. C.

III.

Next regularly scheduled Board meeting is April 15, 2000

COPY

# TRAVEL/VACATION AGREEMENT

Permis	ssion to go on vacation to in Las Vegas from/to 3/27-30/2000 Affair  (Destination)
this ye	ar has been granted to
	met by him and:
1.	The designated companion agrees to accompany the client at all his activities. Client is not
	allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for
	verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for $3 - 33 - 00$ $AM$ , however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signat	James M Ray
Date:	19 March, 2000

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

March 20, 2000

Father Larry McBrady, Vicar for Priests, Father James Ray and PFRA met to discuss the letter received by Michael Bland of Assistance Ministry.

Father Ray read the letter, acknowledged the pain expressed by but denied having spoken of the allegation to any mutual acquaintances.

PFRA and Father McBrady cautioned Fr. Ray regarding disclosure of details, which should remain confidential in the interest of both parties to the allegation.

No further action to be taken by PFRA at this time.

Cc: Rev. Larry McBrady, Vicar for Priests

Michael Bland, Victim's Assistance Ministry

### Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date: N

March 21, 2000

Summary of discussion from the Professional Fitness Review Board Meeting March 18, 2000:

Letter to the Cardinal:

Allegation of found credible. Protocol, monitoring tightened up.

### Concerns

- Recidivist with an adult

- Denial of evidence of allegation

- Decision needs to be made regarding level of risk to minors
- Revisit protocol restrictions

Office of the Chancellor

Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8220 Fax (312) 751-5381

### **MEMORANDUM**

TO:	File	
FROM:	Rev. Thomas J. Paprocki, Chancellor	
DATE:	April 15, 2000	
RE:	Review Board Meeting – Residence	
disposition of park. The pro Mary of Perpe James Ray an	which is scheduled for purchase by the City for a new posal is to move the residents of to a restricted area of St. Itual Help Rectory. This would primarily involve full-time residence for Fr. It would primarily involve full-time residence is at Koenig ne or nights per week at St. Mary of Perpetual Help.	
Fr. Coughlin made the presentation regarding Fr. and Fr. McBrady spoke on behalf of Fr. Ray. After their presentations and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.		
Regard	ling Fr.	

Concerning Fr. Ray, the Review Board recommended unanimously that he <u>not</u> be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

# Professional Fitness Review Board Meeting April 15, 2000

# **MINUTES**

Board	Members Present:
Absen	<u>t:</u>
Others	Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, PFR Administrator Rev. Lawrence McBrady, Vicar for Priests Rev. Daniel Coughlin, Vicar for Priests
I.	Approval of minutes from March 18, 2000 meeting given with one correction:
II.	Client Issues
	A. Residential Status of Rev. James Ray, PFR-36 and
1	Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of which is scheduled for purchase by the city for a new park. The proposal is to move the residents of to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray
	Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.



- PFR-36 Concerning Fr. Ray, the Review Board recommended unanimously that he
  not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another
  alternative be found.
- B. In the Matter of Rev. James Ray, PFR-36



### III. Other Business



NOTE: The Review Board Meeting for May 20, 2000 has been cancelled.

Next regularly scheduled meeting will be Saturday, June 17, 2000.

### Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

James Ray

Date:

April 17, 2000

Summary of discussion from the Professional Fitness Review Board Meeting on April 15, 2000:

Residential Status of Rev. James Ray

Fr. Coughlin and Fr. McBrady met with the Review Board to discuss the disposition of which is scheduled for purchase by the city for a new park. The proposal is to move the residents of to a restricted area of St. Mary of Perpetual Help Rectory. This would primarily involve full-time residence for Fr. James Ray.

Fr. McBrady spoke on behalf of Fr. Ray. After their presentation and further discussion in response to the questions of the Board, Fr. Coughlin and Fr. McBrady left the meeting, and the Review Board deliberated on their proposals.

The Review Board recommended unanimously that Father Ray not be allowed to stay at St. Mary of Perpetual Help Rectory and asked that another alternative be found.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

April 26, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior St. Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on April 15, 2000 and conducted a Supplementary Review in the matter of Rev. James Ray, pursuant to Article 1104.11 of the Review Process for Continuation of Ministry.

Rev. Larry McBrady, Vicar for Priests made the presentation regarding a proposal that with the closing of Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

The Board fully considered all oral and written reports in this matter and recommended unanimously that Father Ray not be allowed to live at St. Mary of Perpetual Help, where there is a school, and asked that other alternatives be explored. The Board further recommended that Father Ray

If you have any questions, please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggolan

KL/Inp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Reverend Thomas J. Paprocki Chancellor



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8220 Fax (312) 751-5381

May 12, 2000

Reverend James M. Ray P.O. Box 167233 Chicago, IL 60616-7233

Dear Jim,

Congratulations on celebrating the Silver Jubilee of your Ordination to the Priesthood. It is a great tribute to you and a joy for the entire Archdiocese to be able to celebrate twenty-five years of dedicated priestly ministry.

Over the past twenty-five years, you have touched many people wherever you have served. I am sure that the people in these places are deeply grateful for the many ways that you have been a true representative of Christ in your priestly ministry over the years.

Jim, on behalf of the Archdiocese, I thank you for your priestly ministry. I pray that God will bless you with many more years of happiness and fulfillment as a priest.

With cordial best wishes, I remain

Fraternally yours in Christ,

Reverend Thomas J. Paprocki

Romas J. Pagrocki

Chancellor

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8230 Fax (312) 337-6379

May 15, 2000

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of April 26, 2000 regarding the matter of Reverend James Ray, following the Supplementary Review conducted by the Review Board on April 15, 2000 regarding the proposal, in light of the imminent closure of that Father Ray be allowed to live at St. Mary of Perpetual Help Rectory.

I accept the Board's recommendation that Father Ray not be allowed to stay at St. Mary of Perpetual Help, where there is a school, and that other alternatives be explored.

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Given at the Chancery

Rev. Thomas J. Paprocki

Thomas J. Papuali

Chancellor

cc: Most Reverend Raymond E. Goedert, Vicar General Reverend Lawrence P. McBrady, Vicar for Priests Mr. Ralph Bonaccorsi, Victim Assistance Minister Mr. John C. O'Malley, Director of Legal Services



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### · Memorandum

Memo	to	File:	PFR.	-36
TATOTITO	w	1 110.	111/	- 20

From:

Kathleen Leggdas, Administrator 'Ke-

Re:

Rev. James Ray

Date:

July 12, 2000

### Present at Meeting

Rev. James Ray [JR]

Rev. Larry McBrady, Vicar for Priests [VP]
Rev. Augustinian Director

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

The meeting took place at 54th Place and Woodlawn, the Augustinian House where the priests expressed an interest in renting rooms to Father Jim Ray. There are five men currently living there, four priests and one brother. The community is starting a "volunteer" program in the fall and three additional men will live in the Augustinian house. (Father Ray will be attending the University of Chicago in the fall).

Father McBrady and PFRA presented basic information about JR's history with Vicar for Priests Office as well as his current connection to the Review Board. Father worked at the Canadian equivalent of St. Luke Institute and asked questions in light of that experience. He was knowledgeable, understanding, and yet direct. Father Ray's Protocol was reviewed, as was the required Monthly Monitor Report, which will be completed by Father.

Further discussion focused on schedules, individuals residing in the house, opportunities for casual contacts with the other men to prevent isolation, etc.

A cook provides meals Monday through Thursday. Other days are either handled by a "volunteer" from the group or individuals fend for themselves. The community prays together in the morning and evening.

A tour of the residence followed. Father Ray was given a choice between two available rooms and informed that Father would recommend to the Provincial that JR be accepted at the house.

Father estimated room and board at between \$400.00 and \$500.00 per month. This would be paid to the Augustinians from the PFR Budget.

Upon the Provincial's acceptance, JR would be able to move in about 7-10 days.

Cc: Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

July 19, 2000

Rev. James Ray P.O. box 167233 Chicago, IL 60616-7233

Dear Father Ray,

It hardly seems possible that it has been more than six months since we last met. As you may recall, the protocol requires that we meet a minimum of twice annually. This gives us an opportunity to discuss your protocol restrictions in light of your current status and enables me to more clearly relate your progress, needs and concerns to the members of the Review Board.

With the arrival of Father James Kaczorowski, some of you have been assigned a new Vicar. For your information, your current Vicar is now **Father Larry McBrady**. He and I would like to meet with you at my office before September 15, 2000. This will allow for summer vacations not yet taken and enable us to find a time that is mutually agreeable to each of us.

Please call me with a couple of dates at your earliest convenience.

Thanks in advance for your attention to this matter. If there are other ways our office can be of assistance to you, I would be happy to hear from you at this time as well.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Lezzola

KL/lnp

Cc: Rev. Larry McBrady, Vicar for Priests



# TRAVEL/VACATION AGREEMENT

Permis	sion to go on vacation to from/to from/to (Destination) from/to from/to			
this ye	ar has been granted to			
will be	will be met by him and :			
1.	The designated companion agrees to accompany the client at all his activities. Client is not			
	allowed to be by himself.			
2.	No contacts with minors are allowed unless companion is present.			
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for			
	verification.			
4.	If any of the above conditions are violated both the client and the travel companion(s) will be			
	held accountable by the Archdiocese of Chicago.			
5.	The date of return to the residence has been set for 26 august 2006, however due			
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the			
	PFR Administrator must be granted for any changes in this statement.			
Signature(s): James Many				
	1			
Date:	received 8-16-00			

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

To:

File

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Review Board Meeting - Rev. James Ray

Date:

August 19, 2000

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.

7/5/2000 - FEC accepted above recommendations.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### **Professional Fitness Review Board**

### **MINUTES**

### August 19, 2000

- I. Approval of June 17, 2000 Minutes
- II. Case reviews

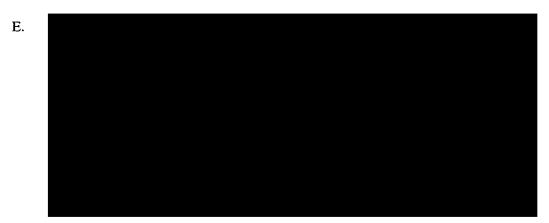




D. In the matter of Rev. James Ray, PFR-36

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.



Next regularly scheduled meeting is September 16, 2000

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

## Professional Fitness Review August 19, 2000

## **AGENDA**

I.	Approval of Minutes, June 17, 2000		
	Co	orrection:	
II.	Case Revi	iews	
	A.		
	В.		
	C.		
	D. In	the Matter of Rev. James Ray, PFR-36 - Residence proposal	
III.	Other Bu	siness	

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

Memo to File: PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

August 24, 2000

Summary of discussion from the Professional Fitness Review Board Meeting August 19, 2000:

The Review Board signed off on the residence proposal for Father Ray to live at the Augustinian House at 54th and Woodlawn.

Kathleen Leggdas reported favorably on this site and informed the Board that there is no school in the vicinity.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

September 18, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of

Father Larry McBrady and I met with Father Ray and Father was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlier Leggolan

KL/Inp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

# Office of Professional Fitness Review 676 N. St. Clair; Suite 1910 Chicago, IL 60611 312-751-5205



### INDIVIDUAL SPECIFIC PROTOCOL

For Rev. James Rav

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. Meet with PFRA twice a year.

2.

- 7. This is a working document which can be changed, altered or superceded when there is an indicated need to do so.
- 8. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.
- 9. A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690

> (312) 751-8230 Fax (312) 337-6379

September 27, 2000

Ms. Kathleen Leggdas Professional Fitness Review Administrator 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Kathleen,

I am writing for the record in response to your letter of September 18, 2000 regarding the matter of Reverend James Ray, following the meeting conducted by the Review Board on August 16, 2000 regarding the proposed residence for Father Ray upon the closing of

I accept the Board's recommendation that Father Ray be allowed to stay at the Augustinian Residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615, with Father serving as Father Ray's monitor.

I am grateful to you and the members of the Review Board for your assistance.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I. Archbishop of Chicago

Given at the Chancery

Rev. Thomas J. Paprocki

Thomas J. Poprocki

**Ecclesiastical Notary** 

Most Reverend Raymond E. Goedert, Vicar General

Reverend Thomas J. Paprocki, Archbishop's Delegate for Professional Review

Reverend Lawrence P. McBrady, Vicar for Priests

Reverend Superior, St. John Stone Priory

Mr. Ralph Bonaccorsi, Victim Assistance Minister Mr. John C. O'Malley, Director of Legal Services



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, 1L 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

September 18, 2000

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on August 16, 2000 to consider all verbal and written information available on the proposed residence for Father James Ray upon the closing of

Father Larry McBrady and I met with Father Ray and Father Superior of the Augustinian Residence being proposed. Father was informed of Father Ray's protocol restrictions and agreed to serve as on-site monitor. There are no minors in residence and there is no school in the immediate area.

The Review Board subsequently recommends approval of Father Ray's new residence at St. John Stone Priory, 1165 E. 54th Place, Chicago, Illinois 60615.

If you have questions, please contact me at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlier Lygola-

KL/lnp

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Off: (312) 642-1837 Fax: (312) 642-4933

### ARCHDIOCESE OF CHICAGO

**VICAR FOR PRIESTS** 645 NORTH MICHIGAN AVENUE, SUITE 543 CHICAGO, ILLINOIS 60611

October 16, 2000

Chancellor 425 Summit Street Joliet, IL 60435

Dear

I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at St. Elizabeth Seton Parish, Naperville, on 2001. Jim has faculties here in our diocese.

In 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Bishop Edwin Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter further.

Thank you for giving this request your consideration.

Sincerely,

Rev. Lawrence P. McBrady Vicar for Priests



# Diocese of Joliet

Chancery

425 Summit St. Joliet, Illinois 60435 815-722-6606 Fax 815-722-6602

October 17, 2000

Reverend Lawrence P. McBrady Vicar for Priests Archdiocese of Chicago 645 North Michigan Avenue, Suite 543 Chicago, IL 60611

Dear Larry,

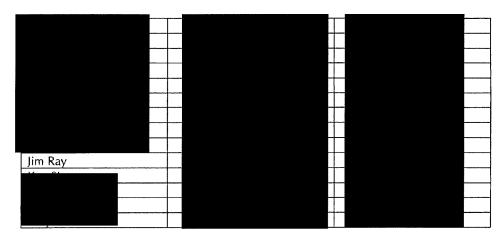
Father James Ray has permission to celebrate a wedding at St. Elizabeth Seton Parish in Naperville on 2001.

May God bless you and your work for the Church!

With every best wish, I am

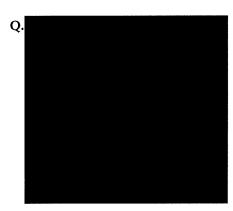
Sincerely yours in Christ,



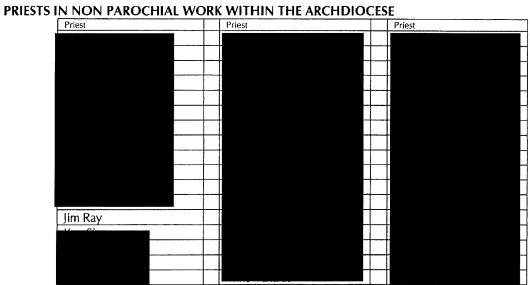


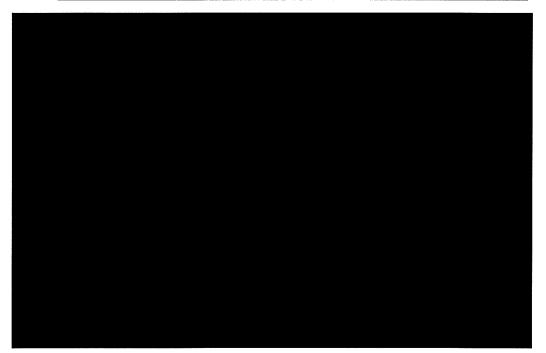


The Vicars for Priests have removed 16 people from these lists



Page 221





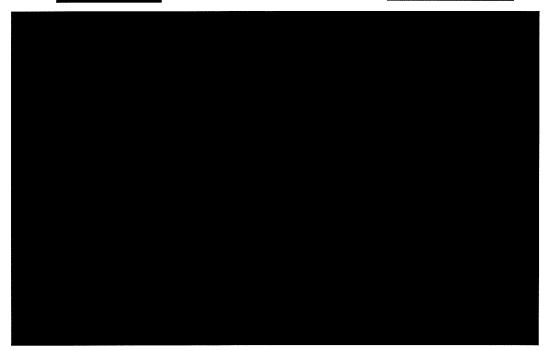
The Vicars for Priests have removed 16 people from these lists

Q.



### PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest	
		and the state of t	
	And the state of t		
Jim Ray			
7			
			■



The Vicars for Priests have removed 16 people from these lists

L.

# TRAVEL/VACATION AGREEMENT

Permis	ssion to go on vacation to Las Vegas from/to 3/3 - 3/7
	ar has been granted to provided the following conditions :
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for
	verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 7 March, 2001, however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signat	are(s): James M. Ron
	· ·
Date:	28 February 2001

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

March 17, 2001

Summary of discussion from the Professional Fitness Review Board Meeting on March 17, 2001:

A Board member reminded us that we never did get a follow up report on Father Ray. The chair informed us that she believed one should be coming soon



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

April 6, 2001

12615 Parallel Parkway Kansas City, KS 66109
Dear
I hope this letter finds you well. I am writing to ask your approval for one of our priests, Father James Ray, to be permitted to celebrate a wedding at Corpus Christi Parish, Lawrence, on the couple.

You may know that in 1992 Jim was removed from parish ministry because of several allegations regarding sexual misconduct with minors. Over the years he has made great progress and currently resides with the Augustinian Community in Hyde Park. He also works full time as our liaison to our Catholic hospitals. In this position he works closely with Ed Conway, who has great confidence and trust in Jim's abilities.

Periodically Jim will request permission to celebrate a sacrament outside of our diocese and it is our procedure to notify the diocese of Jim's past. I wish to emphasize that Jim is working on his program faithfully. I strongly support his request to celebrate this wedding and would be happy to have you contact me if you would like to discuss this matter in more detail.

Thank you for giving this matter your consideration. Have a great Easter!

Fraternally,

Rev. Lawrence P. McBrady Vicar for Priests



# CATHOLIC CHURCH OFFICES ARCHDIOCESE OF KANSAS CITY IN KANSAS 12615 PARALLEL PARKWAY KANSAS CITY, KANSAS 66109 (913) 721-1570 FAX (913) 721-1577

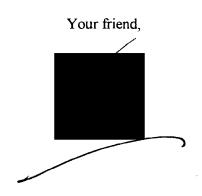
OFFICE OF THE ARCHBISHOP

April 18, 2001

Rev. Lawrence P. McBrady Vicar for Priests 645 North Michigan Ave, Suite 543 Chicago, IL 60611

Dear Father McBrady,

Greetings and best wishes from Kansas City in Kansas. Thank you for your recent letter relative to Fr. Jim Ray and his desire to perform a wedding at Corpus Christi in Lawrence. I know Jim very well from seminary days and think quite highly of him. I have no problem with Jim doing the wedding and he has my approval and delegation. Thank you for the fine work you are doing for the Archdiocese. God bless and keep you.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

April 21, 2001

Summary of the discussion from the Professional Fitness Review Board Meeting on April 21, 2001:

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### **Professional Fitness Review Board**

Saturday, April 21, 2001 10:00 – 12:00

### **MINUTES**

- I. Approval of March 17, 2001 minutes
- II. Case Reviews



• In the matter of Rev. James Ray - PFR-36

The Review Board recommended that Father Ray's travel be more closely supervised and suggested that Kathleen Leggdas follow-up on this with Bishop Edwin Conway, Father Ray's supervisor. The Board would like more information about Father Ray's travel schedule, the business necessity of his trips, his arrangements when traveling, etc.



### III. Other

•

Cc: Members of the Review Board Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board Rev. Larry McBrady, Vicar for Priests Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

# **Professional Fitness Review Board**

Saturday, April 21, 2001 10:00 – 12:00

### **AGENDA**

I.	Approval of Minutes from March 17, 2001		
II.	Case Reviews		
	A.		
	В.		
	C.	In the Matter of Rev. James Ray, PFR-36  •	
III.			
IV.	Other	Business	

COPY

# TRAVEL/VACATION AGREEMENT

	ssion to go on vacation to Atlanta, GA from/to 6/8/01 - 6/14/0  (Destination) from/to 6/8/01 - 6/14/0
this ye	ar has been granted to
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 14 June, 2012, however due to weather conditions or emergencies that may arise, the date can be changed. Approval from the PFR Administrator must be granted for any changes in this statement.
Signat	Janus M Hollham
Date:	29 May, 2001

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File-PFR-36

From:

Kathleen Leggdas, Administrator #

Re:

**Father James Ray** 

Date:

June 7, 2001

Father Ray's commitment to travel for his work at Catholic Charities would require a minimum/maximum of four trips annually.

- Conference of Diocesan Coordinators of Health Affairs, in January and March
- National Association of Catholic Chaplains once annually
- Catholic Health Association once annually

Father generally goes on a winter ski trip with his family in January of each year and annually visits brother in Portland, Oregon.

Cc: Members of the Review Board

Rev. Larry McBrady, Vicar for Priests

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

# COPY

### **ARCHDIOCESE OF CHICAGO**

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

June 26, 2001

Most Rev. Edwin M. Conway 1651 W. Diversey Chicago, IL 60614

Dear Bishop Conway,

Approximately one year ago Father James Ray became a client of the Professional Fitness Review Board as a result of an allegation made against him. The allegation involved sexual misconduct with a minor over 15 years ago.

As a result, Father Ray has been placed under a standard monitoring protocol which is reviewed annually.

The Board has requested that I meet with you

Their specific concerns relate to unmonitored travel of Father Ray for professional and personal purposes.

Rev. Larry McBrady, Vicar for Priests has agreed to attend that meeting since Jim is his client as well.

Please contact me at your convenience to set a date and time to meet and discuss Board concerns.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggelan

KL/lnp

**Enclosure** 

Cc: Rev. James Ray

Rev. Larry McBrady



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Meeting with Bishop Conway regarding Rev. James Ray

Date:

July 10, 2001

PFRA, as requested by the Board, met with Bishop Conway on July 10, 2001 to discuss in light of these concerns. Bishop Conway recalled that Father Ray had travel restrictions in his original protocol prior to becoming a Review Board Case. The restrictions were removed

Bishop Conway's primary concern regarding travel restrictions is that as Father Ray shows progress his protocol becomes more restrictive. PFRA recommended restrictions, if placed, would be evaluated in six months to a year not be "life-long."

Bishop Conway indicated that he himself travels to some of these conferences and would be willing to serve as a monitor. Previously, when there was no designated "travel monitor" someone from the particular conference would be designated during conference days.

Cc: Review Board Members

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

July 16, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, IL 60615-5109

Dear Father Ray,

Your check for July reflects an increase in salary based on the Salary Scale for Priests of the Archdiocese of Chicago.

Professional Fitness Review salaries are calculated by using an Associate Pastor base salary and adding the years since ordination. Ten percent is deducted for expenses you incur as a PFR client. That total is then divided by 12 to produce the monthly wage figure.

If you have questions regarding the amount, please call me at 312-751-5205.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathlen Leggola

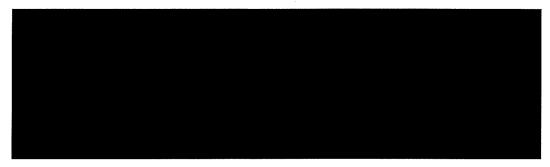
KL/lnp

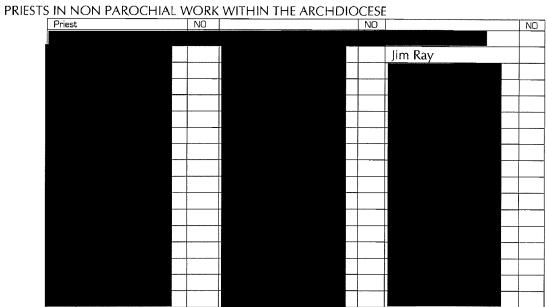
Enclosure:

Cc: Rev. Larry McBrady, Vicar for Priests

Rev. James Kaczorowski, Vicar for Priests

Page 593

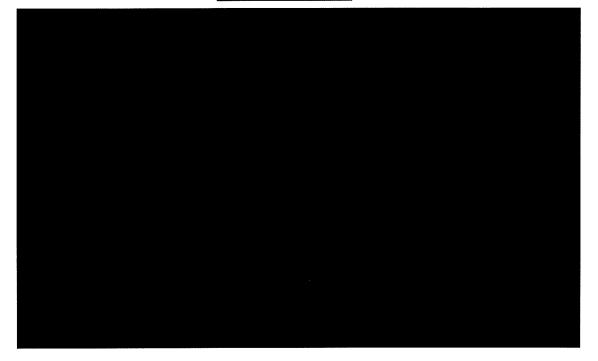




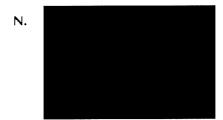


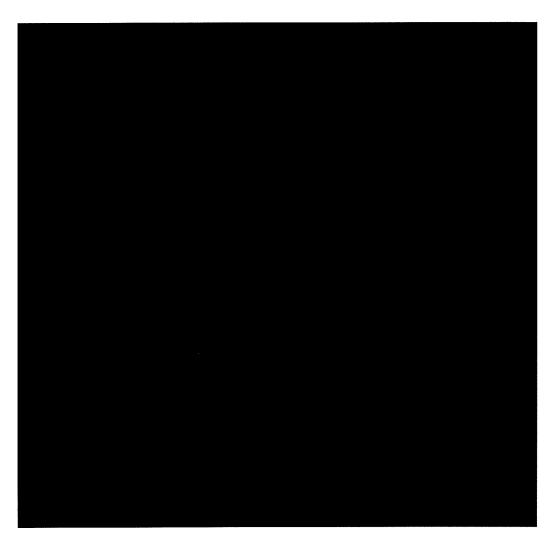
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO	NO	NO
		*****************	
			i i
			<del></del>
			ļ
		- 4	
			<b>i</b>
Jim Ray			
јии кау			<u> </u>
			† · · · · ·



The Vicars for Priests have removed 16 people from these lists





PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

S IN NON PAROCHIAL	YYOKI	WITHIN THE ARCI		SE	
Priest	NO		NO		NO
_					
-	<del>                                     </del>				
					_
		-			
<u> </u>					
-		-			
		_			
Jim Ray					



Priest	NO	NO		NO
			~	
			-	
			_	
	 			_
			_	
	 *****			
im Ray				



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

August 18, 2001

The following is a summary from the Professional Fitness Review Board meeting August 18, 2001:

Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### **Professional Fitness Review Board**

Saturday, August 18, 2001 10:00 - 12:00

### **MINUTES**

Review Board Members Present:		
Absent:		
Non-members present:		
Rev. Thomas J. Paprocki, Cardinal	l's Delegate to the Review Board	
Kathleen Leggdas, Professional Fit		

- I. Approval of minutes from April 21, 2001 and June 30, 2001 First Stage Review on Rev. Kealy
- II. Case Reviews





D. In the Matter of Rev. James Ray, PFR-36



Bishop Conway and Vicar Rev. Larry McBrady will attend next Review Board meeting to discuss travel and other protocol items for Father Ray.

#### III. Other Business

Both and will serve another term.

will serve until a replacement is found.

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

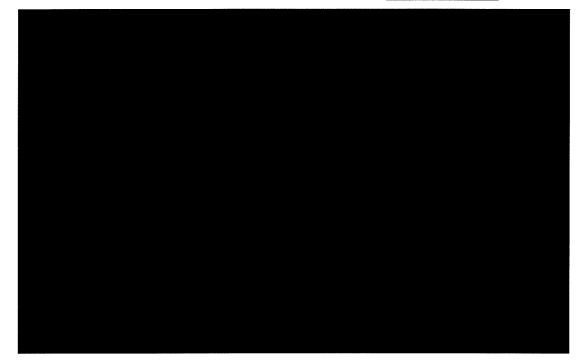
### **Professional Fitness Review Board**

#### Saturday, August 18, 2001 10:00 – 12:00

- I. Approval of Minutes from April 21, 2001 and Special Session, June 30, 2001
- II. Case Reviews
  - A. In the Matter of Rev. James Ray, PFR-36
    - Review of meeting with Bishop Conway
  - B.
    C.
    D.
- III. Other Business
  - Board Membership

### PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	NO	,L	NO	 NO
i				
	<u></u>			
lim Rav	ļ			
	L			

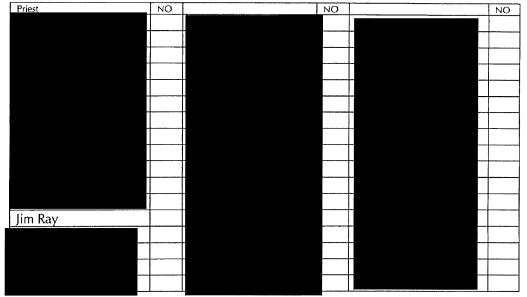


O.

Page 21

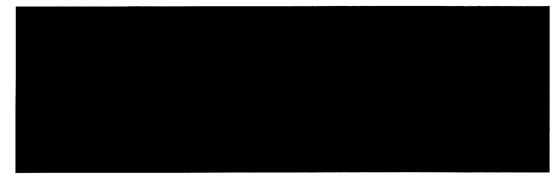


The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.



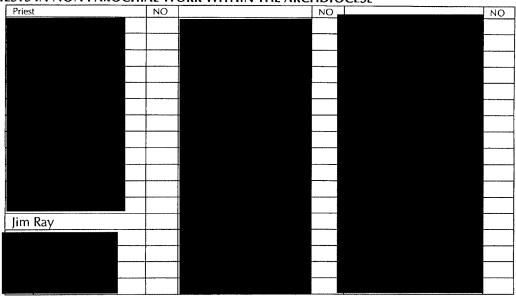


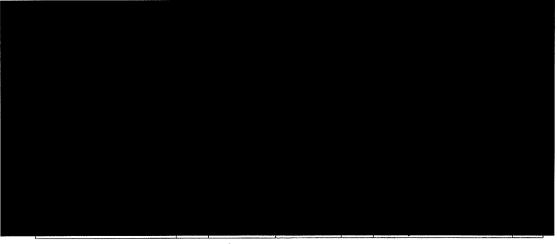
Page 31



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE





### TRAVEL/VACATION AGREEMENT

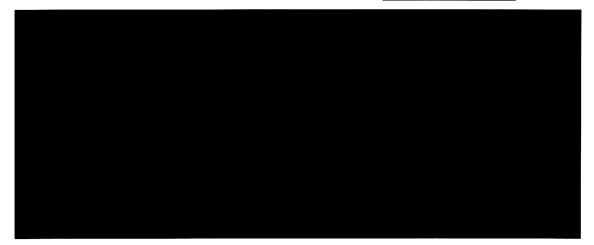
Permis	ssion to go on vacation to Law rance Kanses from/to Sapt. 20.24,20 &
this ve	ar has been granted to FRJIM RAY provided the following conditions
	e met by him and
1.	The designated companion agrees to accompany the client at all his activities. Client is not
	allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for
	verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 24 September, 2006 however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signat	ure(s): Es Jun Roy
Date:	raceived 9-5-01

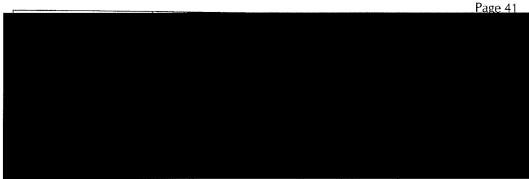
A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.



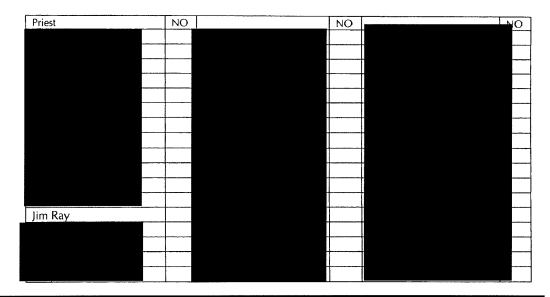
The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

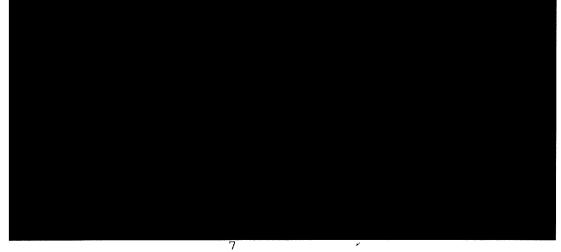
Priest	NO		NO		NO
	ì				
and the state of t		-			
		~		-	
Military and transfer					
		-		-	
		-		*****	
		-			
		~		*******	
Jim Ray					
				Numbers -	





The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.







The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

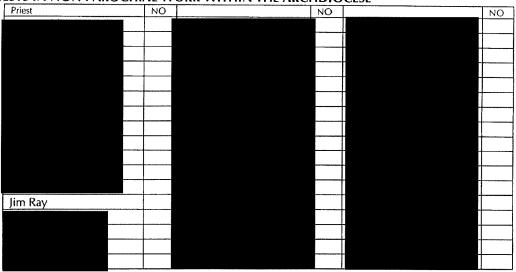
Priest	NO	NO -	NO
Jim Ray			

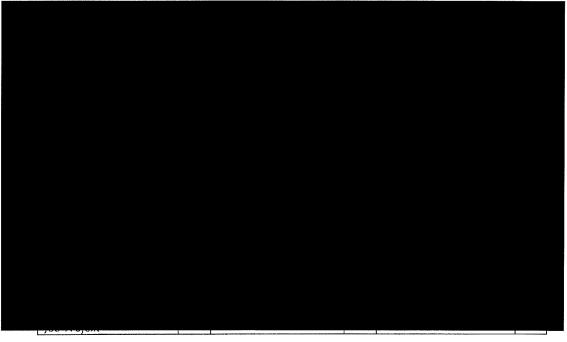


Page 50



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.





Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

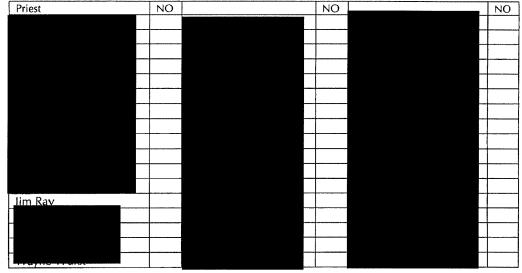
September 17, 2001

A summary of the discussion from the Professional Fitness Review Board Meeting September 15, 2001:

Next regularly scheduled meeting of the Review Board is October 20, 2001 at 10:00 a.m. Bishop Conway and Vicar for Priests Rev. Larry McBrady will attend to discuss Rev. James Ray Protocol.



The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

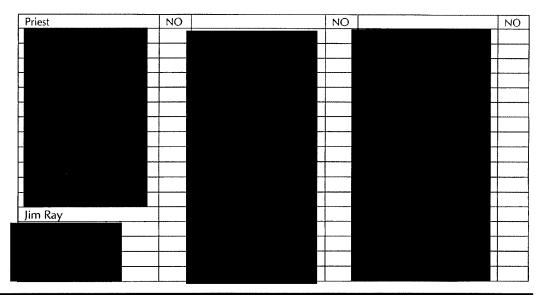


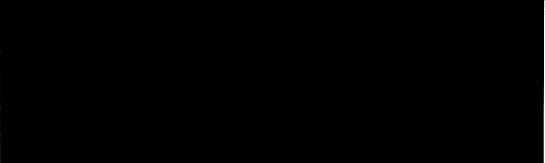


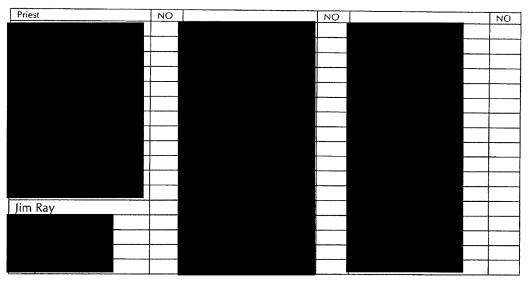
Page 59

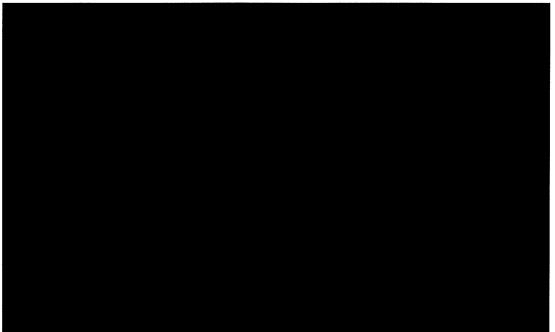


The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.





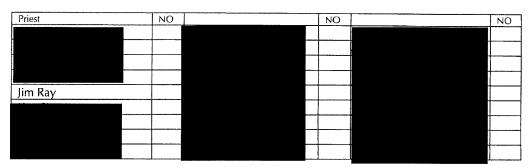


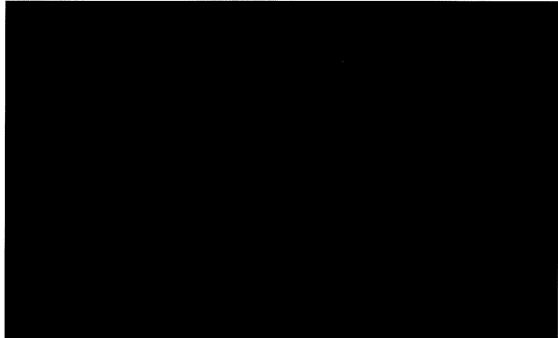


The Vicars for Priests have removed 16 people from these lists



Page 74

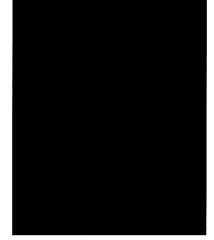




The Vicars for Priests have removed 16 people from these lists

K.

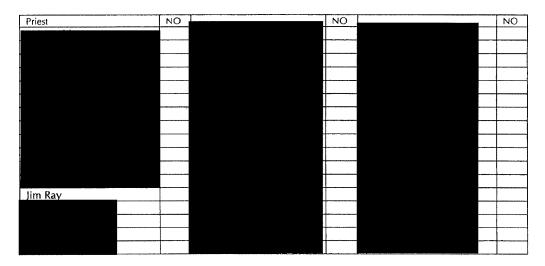
L.



12



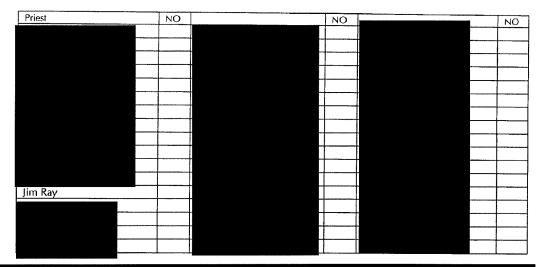
The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.

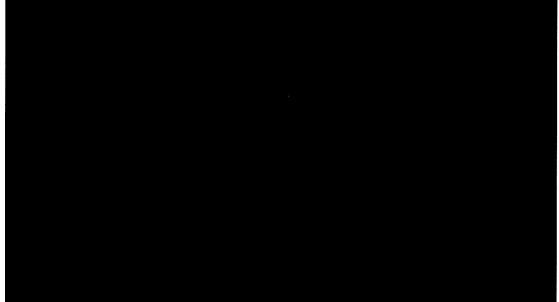




Page 83

### PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

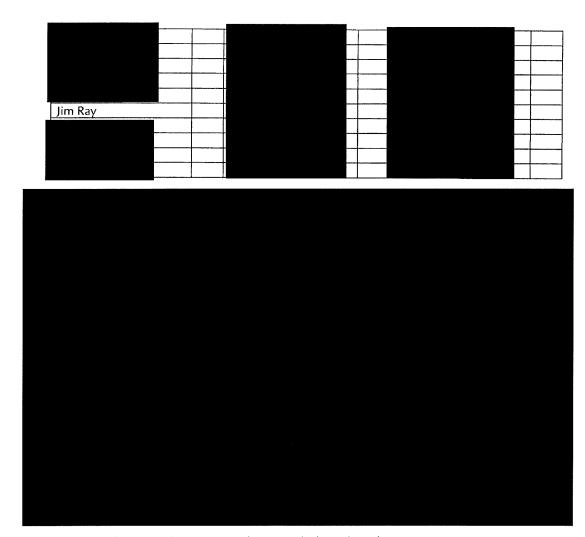




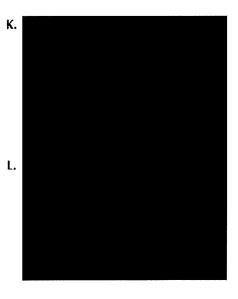
The Vicars for Priests have removed 16 people from these lists



7

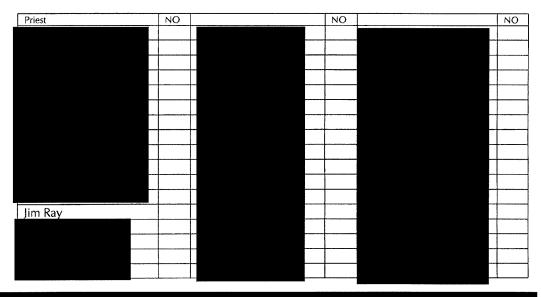


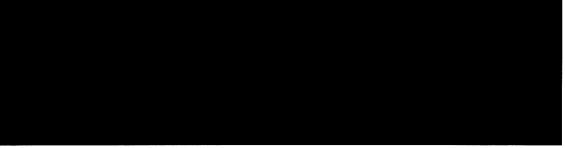
The Vicars for Priests have removed 16 people from these lists





The Board worked on this. Clem will try to set up a meeting with Jean Welter [Research and Planning], Mike Shanahan, Marty O'Donovan, and himself to look at these numbers before presenting them to the Cardinal and Vicars.







Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

October 16, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, Illinois 60615-5109

Dear Father Ray,

October marks a period of one year since you signed your Individual Protocol for the Office of Professional Fitness Review. As these need to be reviewed and revised annually, please call at your earliest convenience so that a meeting date and time can be designated. The Vicar for Priests will again be in attendance.

There are standard protocol items for all priests monitored by this office. These include the following:

- Restriction from being alone with minors without the presence of another responsible adult
- Meet with Professional Fitness Review Administrator twice annually (PFRA)
- Submit copy of all sites visited on the Internet to PFRA monthly

And recently added to all protocols by the Review Board:

•

The Review Board determines other protocol items based on the individual priest and the nature of the allegations brought against him.

I can be reached by telephone at 312-751-5205.

Thank you for your prompt attention to this matter.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kuthlen Leggela

KL/lnp

Cc: Rev. Larry McBrady, Vicar for Priests

Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

_	

File

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Review Board Meeting - Case Review

Rev. James Ray

Date:

October 20, 2001

The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that this matter be reviewed again in six months.

There was one dissenting opinion from a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report in six months.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### **Professional Fitness Review Board**

Saturday, October 20, 2001 10:00 - 12:00

### **MINUTES**

<u>Revie</u>	w Board Members Present:
Abser	nt:
Non-i	members present:
	Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board Kathleen Leggdas, Professional Fitness Review Administrator
I.	Approval of Minutes from September 15, 2001 Meeting
	Add: will be vice-chairperson of Board
II.	Case Reviews
	A. Board members reviewed resume of Recommendation that Father Paprocki interview him before accepting to the Board.
	B. Victim Assistance Office provided names of two parents of victims of clerical sexual misconduct. Board recommended that Father Paprocki interview each prior to choosing for Board membership.
III.	Case Reviews
	A. In the Matter of Rev. James Ray, PFR-36 The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

By a vote of six to one, the Board recommended that Fr. Ray be permitted to take supervised travel, i.e. accompanied by a reasonable adult with very tight restrictions and monitoring. The Board further encouraged that this matter be reviewed again in six months and a Board member who thought that Fr. Ray should not be allowed to travel at all pending a report





Next regularly scheduled meeting is November 17, 2001 at 10:00 a.m.

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### **Professional Fitness Review Board**

Saturday, October 20, 2001 10:00 - 12:00

### **AGENDA**

- I. Approval of Minutes from September 15, 2001
- II. Case Reviews
  - A. In the Matter of Rev. James Ray, PFR-36
    - Bishop Conway and Father Larry McBrady to attend meeting



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Rev. James Ray

Date:

October 24, 2001

On October 24, 2001 Father Larry McBrady, Vicar for Priests, and I met with Father James Ray regarding the recommendations made by the Review Board at the October 20, 2001 meeting.

Travel restrictions were discussed in relation to the recommendation that Father Ray have a monitor with him for any out of state travel. For each trip both PFRA and Vicar for Priests Office will be contacted. Father Ray will complete Request to Travel Form (see attached) and have monitor sign form. PFRA will discuss monitor duties and responsibilities with individual designated prior to approval of trip. If adequate monitoring cannot be insured, Father Ray will not travel.

Father Ray is Chairperson Elect of the Conference of Diocesan Coordinators of Health Affairs. This is effective January 1, 2002. He will serve as Chairperson Elect for two years and then as Chairperson for two years. This is a small National Organization comprised of approximately 90 members. The annual National Conference is attended by 25-30 members.

Father Ray has disclosed his status as a client of the Review Board to one member of the Conference Board but not to the chairperson.

Cc:

Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

Dr. Michael Bland, Victim Assistance Ministry

Rev. James Ray

Bishop Edwin Conway

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

October 25, 2001

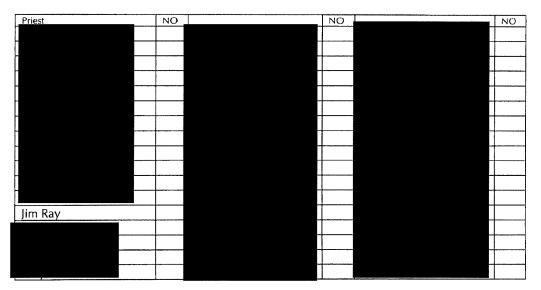
A summary of the discussion from the Professional Fitness Review Board Meeting on October 20, 2001:

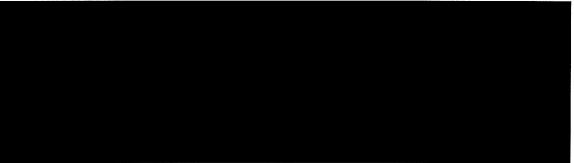
The Review Board conducted a case review in the matter of Rev. James Ray. Present for this review were Bishop Edwin Conway, Archdiocesan Director of Healthcare Ministry, and Father Lawrence McBrady, Vicar for Priests.

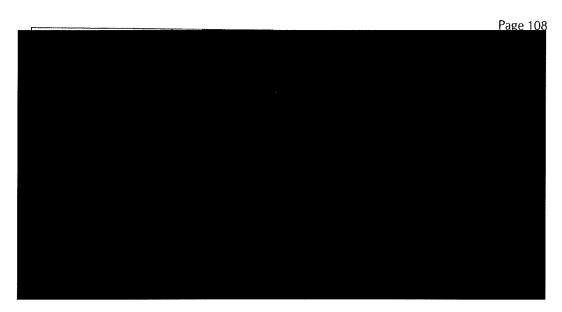
The key question for the Review Board was whether Fr. Ray needs to be accompanied by another adult when he travels. Such travels are becoming more frequent, i.e., six per year, in light of his duties involving Catholic healthcare ministry.

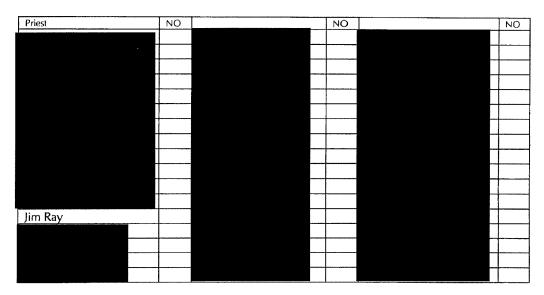
	recommended that Fr. Ray be permitted to take
supervised travel, i.e. accompanied by a reas	sonable adult with very tight restrictions and monitoring.
The Board further encouraged that	this matter be
reviewed again in six months	There was one dissenting opinion from a
Board member who thought that Fr. Ray she	ould not be allowed to travel at all pending a report















Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

November 1, 2001

Rev. James Ray St. John Stone Priory 1165 E. 54th Place Chicago, Illinois 60615-5109

Dear Father Ray,

You, Father McBrady, and I met to discuss Review Board recommendations regarding your travel. Since this conversation included review of your Protocol, no additional meeting need be held.

I have enclosed the original for you to sign and return to me. Retain a copy for your files.

Thanks in advance for your attention to this matter.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

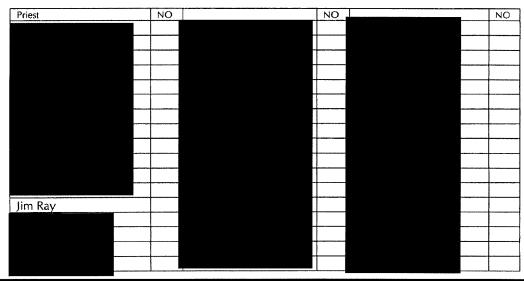
Kathleen Le gydan

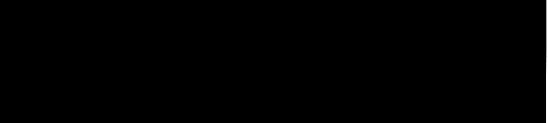
Enclosure:

Cc:

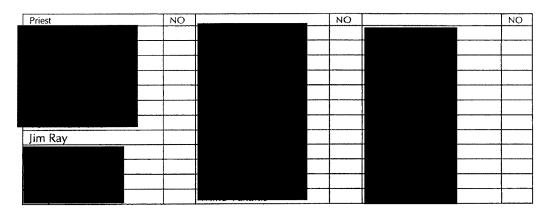
Rev. Larry McBrady, Vicar for Priests

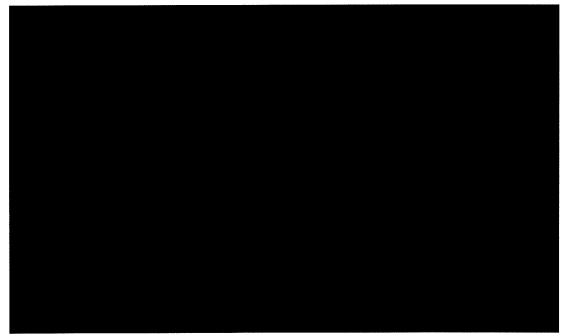






Page 119





The Vicars for Priests have removed 16 people from these lists



## Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611 312-751-5205



## INDIVIDUAL SPECIFIC PROTOCOL

For Rev. James Ray

The Individual Specific Protocol (ISP) reflects the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations.

Professional Fitness Review clients will be subject to appropriate restrictions and monitoring by the Professional Fitness Review Administrator (PFRA) throughout the life of the individual as a priest/deacon in the Archdiocese of Chicago.

The ISP for Father James Ray includes but is not limited to the following:

- 1. Restricted from being alone with minors without the presence of another responsible adult.
- 2.
- 3. Prior approval required from PFRA for vacations, business travel and any overnight spent away from residence.
- 4. Prior approval required from PFRA and VP for public celebration of sacraments (Mass, Weddings, and Funerals).
- 5. Maintain a daily log of work/social activities. Submit to PFRA monthly with receipts, ticket stubs, etc.
- 6. A responsible adult must accompany Father Ray on all out of state travel.
- 7. Meet with PFRA twice a year.
- 8. This is a working document which can be changed, altered or superceded when there is an indicated need to do so. In order to change this protocol, prior approval must be obtained from the Professional Fitness Review Board.

I have reviewed, understand, and agree to all requirements of this Protocol.

Signed: James 4 Kay	Date: S Novemby 260
Printed Name: Tames M. Ray	
Signature of PFRA: Kathleen Leagular	Date: 1/0v 9, 2001

A copy of this Protocol will be kept on file in Professional Fitness Review and Vicar for Priests Offices.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

March 25, 2002

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on March 16, 2002. The Board fully considered all oral and written reports in the matter of Rev. James Ray. The Board conducted a Supplementary Review pursuant to Article 1104.11 of the Policies and Procedure for Determination of Fitness for Ministry.

Based on that review the Board recommends the following:

That Father Ray's travel restrictions remain in place.

If you have questions or comments, please call at your convenience.

Sincerely,

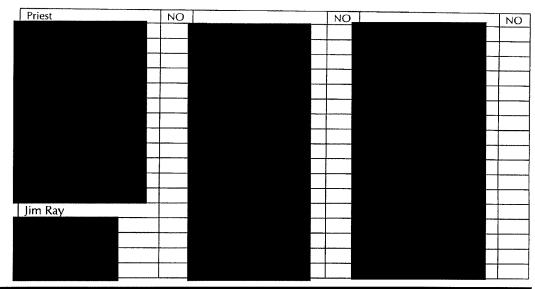
Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggdan

Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

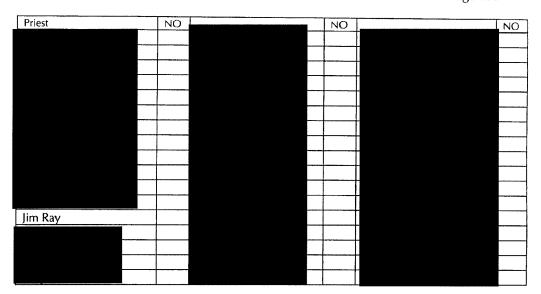




The Vicars for Priests have removed 16 people from these lists



Page 130





The Vicars for Priests have removed 16 people from these lists





Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

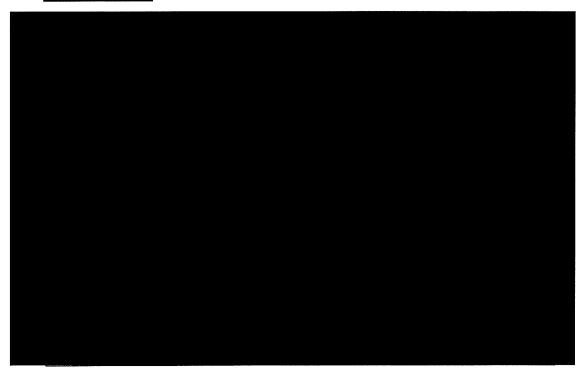
November 21, 2001

Rev. James Ray called today with the following information:

- Approved to perform Baptism for past parishioner's child on 11/21/01 at Our Lady of Humility in Zion, Illinois
- Approved for Baptism in Wauconda in December 2001
- Informed PFRA of decision to withdraw his name as chairperson of Conference of Diocesan Coordinators of Health Affairs.
- Travel plans for January skiing trip with his brother. Approved pending final information on designated traveling companion.

Cc: Rev. Larry McBrady, Vicar for Priests

Priest	NO	NO NO	NO
			***************************************
Jim Ray			



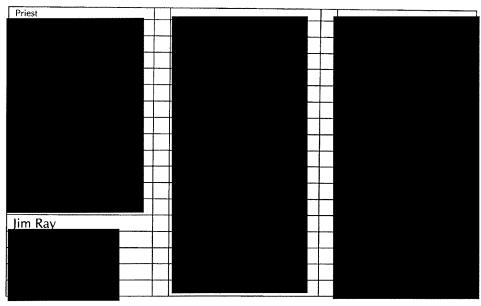
The Vicars for Priests have removed 16 people from these lists

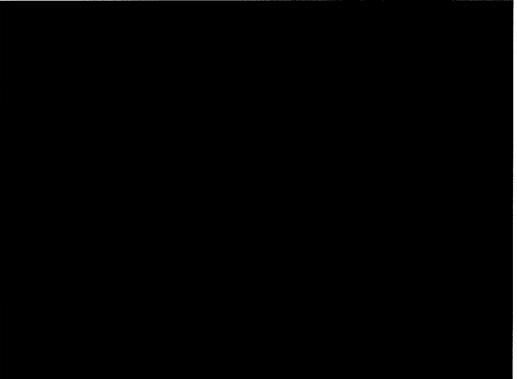
**R.** 7



Priest	NO	NO	NO
			· · ·
Jim Ray			
-			



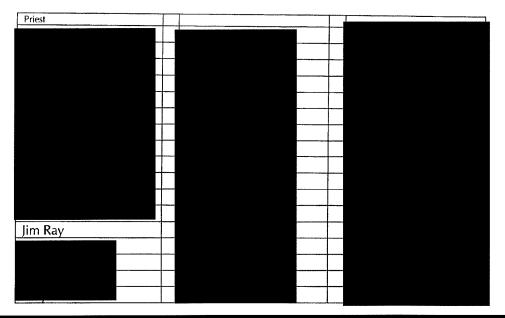




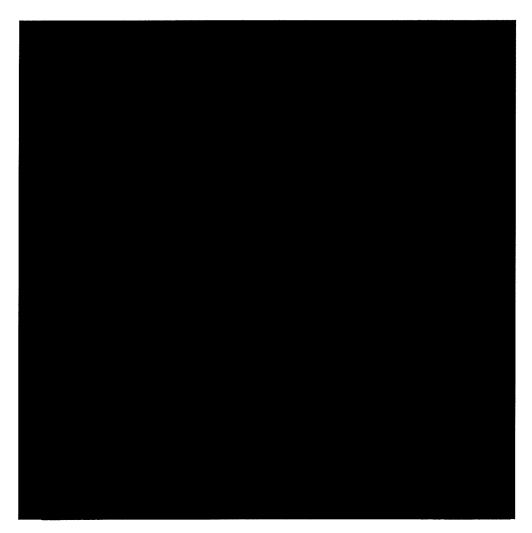
The Vicars for Priests have removed 16 people from these lists

Page 156

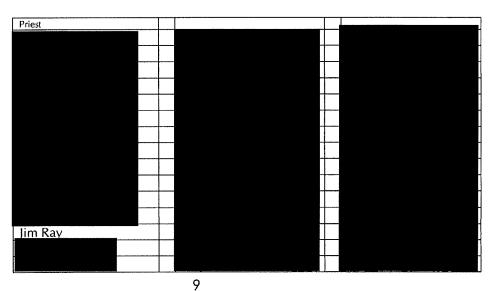




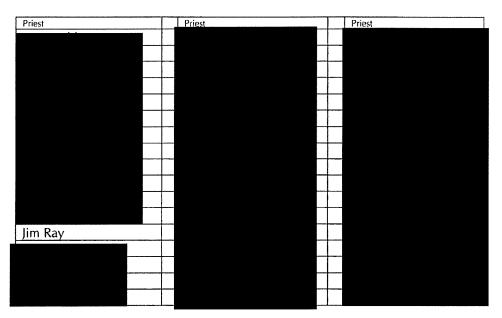


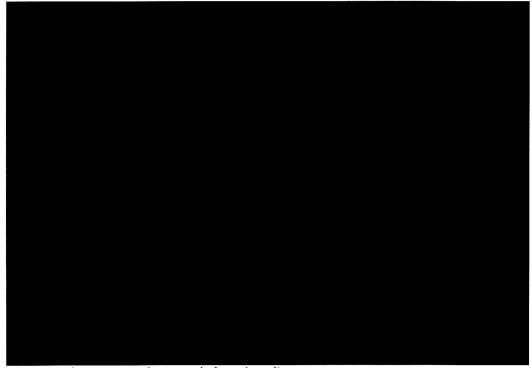


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE



Page 170
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE





The Vicars for Priests have removed 16 people from these lists

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### Memorandum

To:

File -

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate

to the Professional Fitness Review Board

Re:

Rev. James Ray

Review Board Meeting - Supplementary Review

Date:

December 15, 2001

Father Ray withdrew his name as chair of Catholic Health Administrator's Association. He is currently Treasurer; should resign if more than a couple of months.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### **Professional Fitness Review Board**

Saturday, December 15, 2001 10:00 - 12:00

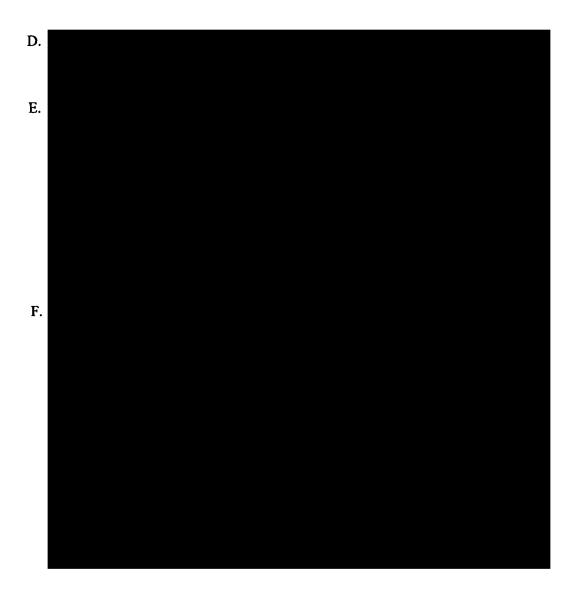
### **MINUTES**

Review Board Members Present:
Absent:
Non-members present:  Rev. Thomas I. Panrocki, Cardinal's Delegate to the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review B Kathleen Leggdas, Professional Fitness Review Administrator

- I. Approval of Minutes from October 20, 2001 Meeting
- II. Case Reviews
  - A. In the Matter of Rev. James Ray, PFR-36
    Father Ray withdrew his name as chairperson elect of the Association of Catholic
    Health Care. Board recommended that if he has more than a couple of months left to
    serve as treasurer that he resign because of the public nature of the position.





Next regularly scheduled meeting is January 19, 2002 at 10:00 a.m.

Cc: Members of the Review Board Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board Rev. Larry McBrady, Vicar for Priests Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Administrator

Re:

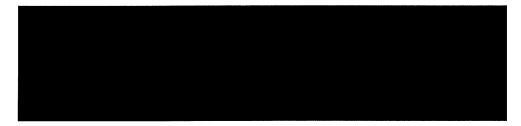
Rev. James Ray

Date:

December 20, 2001

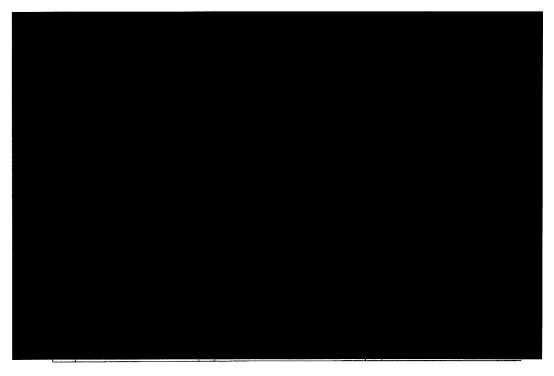
A summary of the discussion from the Professional Fitness Review Board Meeting on December 15, 2001:

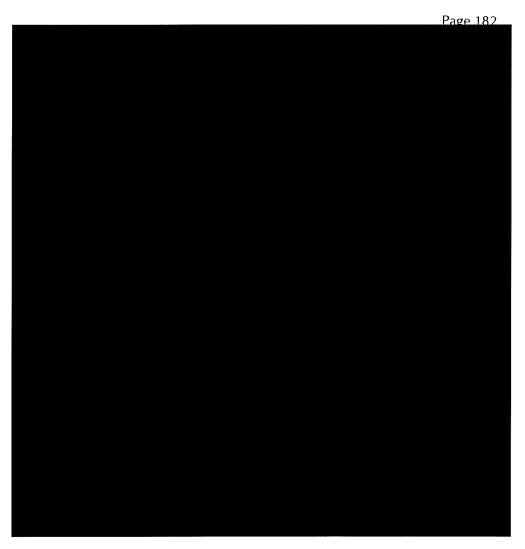
Father Ray withdrew his name as chairperson elect of the Association of Catholic Health Care. Board recommended that if he has more than a couple of months left to serve as treasurer that he resign because of the public nature of the position.

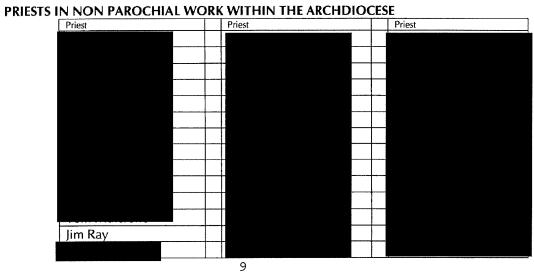


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

	Priest	Priest
1 3		
-		
$\perp$		
+		



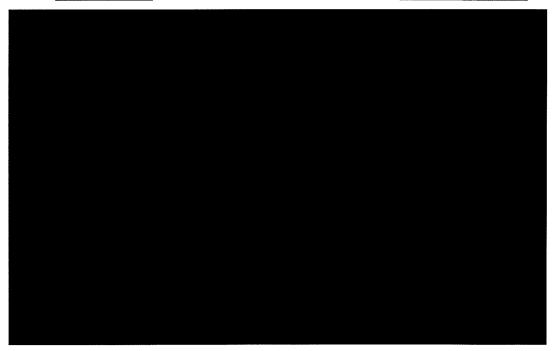






PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
·		
Management of the Control of the Con		-
		<del>-</del>
Jim Ray		
Jilli Kay		
•		



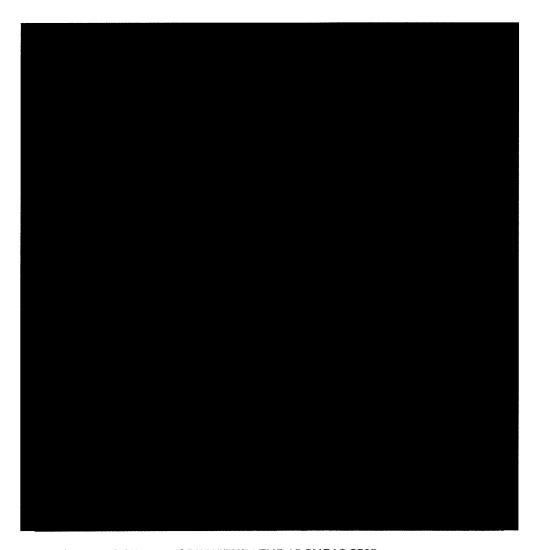
The Vicars for Priests have removed 16 people from these lists

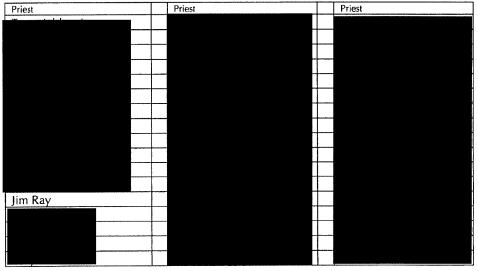


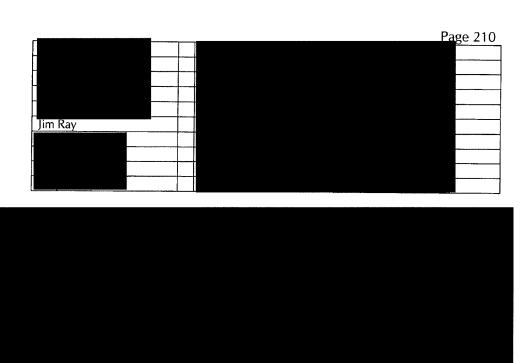
Priest		Priest		Priest
			ŀ	
				_
im Ray				

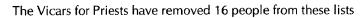


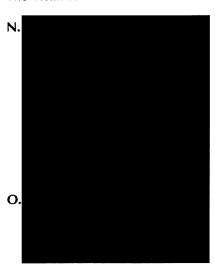
The Vicars for Priests have removed 16 people from these lists

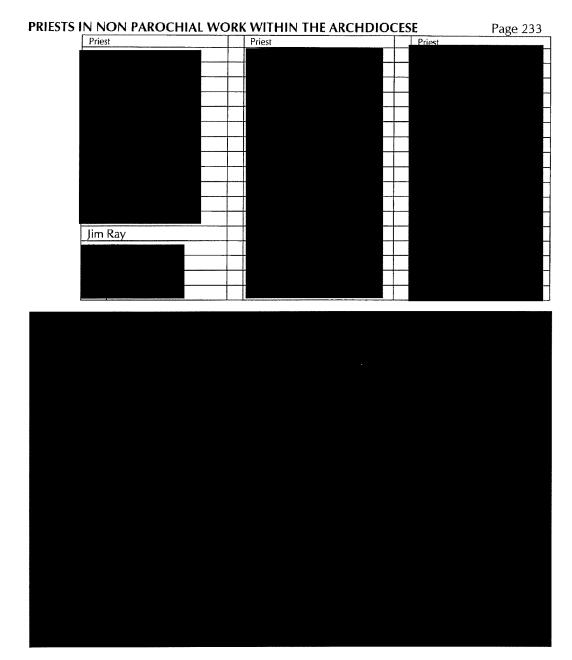






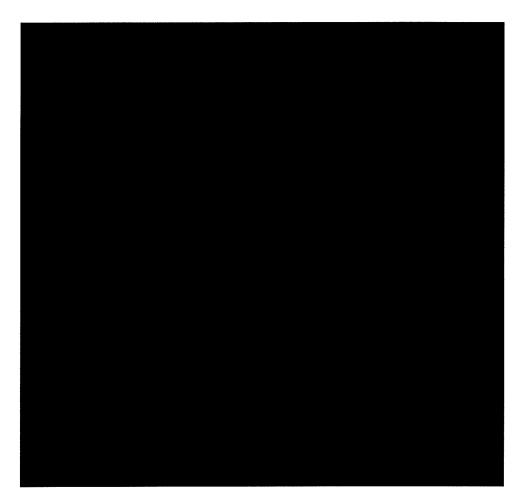






The Vicars for Priests have removed 16 people from these lists

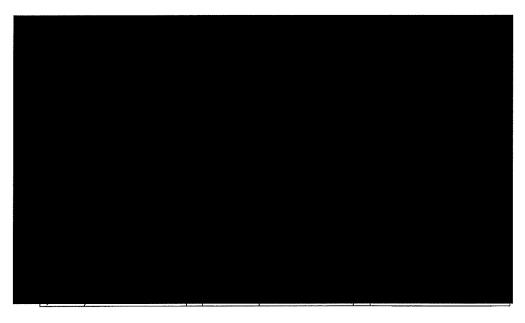


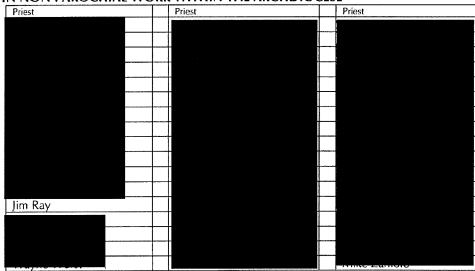


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

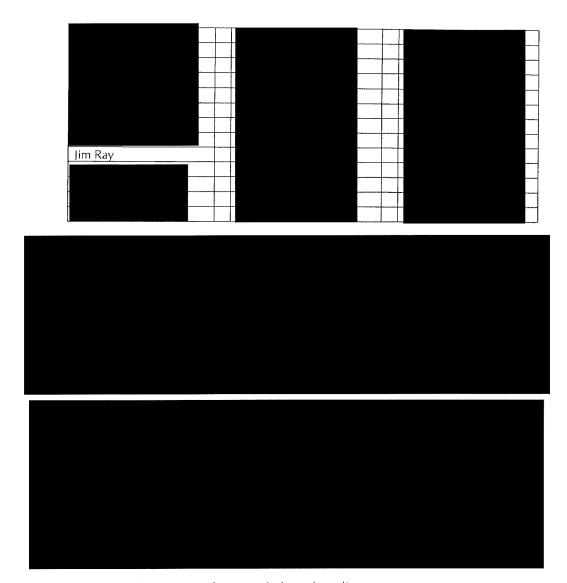
N NON PAROCE	TIAL WOR		AKCHDIOC		· .··
Priest		Priest		Priest	
Jim Ray					
Jili Kay					*******

Page 244

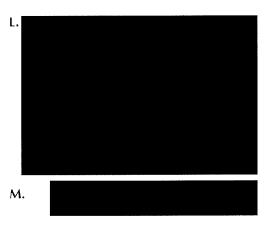


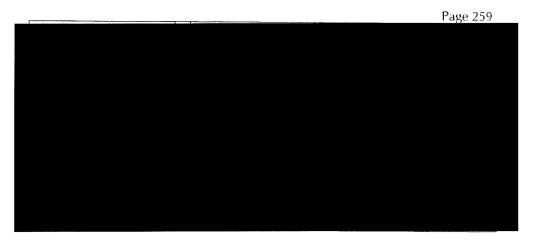


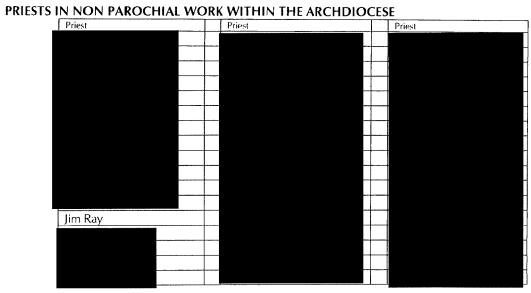


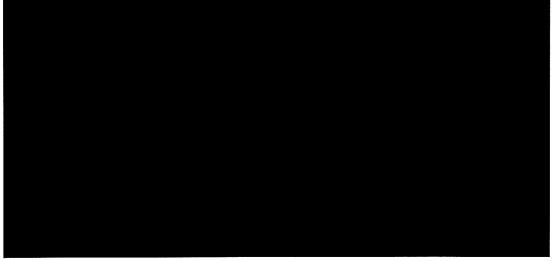


The Vicars for Priests have removed 16 people from these lists









Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### **Professional Fitness Review Board**

Saturday, February 16, 2002 10:00 – 12:00

#### **MINUTES**

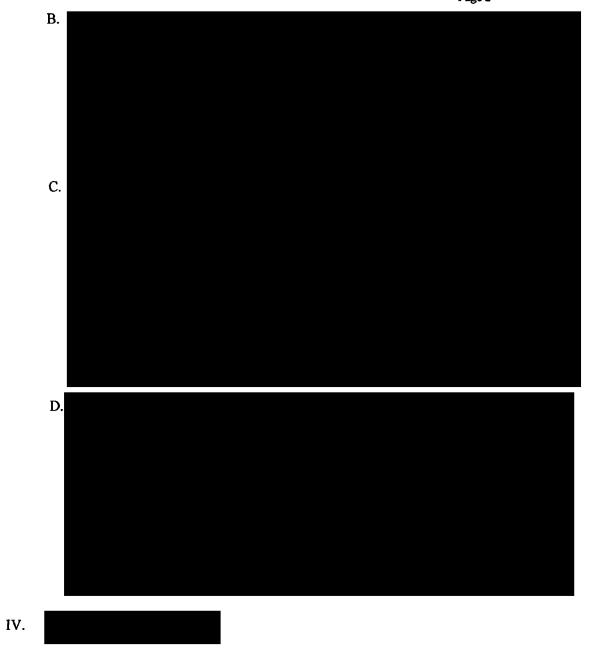
Revie	ew Board Members Present:
Abse	nt:
Non-	members present:  Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board  Kathleen Leggdas, Professional Fitness Review Administrator
I.	Approval of December minutes with correction:
II.	Introduction of new Board members:
III.	A. In the Matter of Rev. James Ray, PFR-36  The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another

The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.

PFR Board MINUTES February 16, 2002 Page 2



Next regularly scheduled meeting is March 14, 2002 at 10:00 a.m.

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### **Professional Fitness Review Board**

Saturday, February 16, 2002 10:00 - 12:00

### **AGENDA**

- I. Approval of December 15, 2001 Minutes
- II. Introduction of new Board Members
  - A. In the Matter of Rev. James Ray, PFR-36
  - B.
    C.
    D.
- III.
- IV. Other

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

#### Memorandum

To:

PFR-36

From:

Kathleen Leggdas, Administrator

Re:

Rev. James Ray

Date:

February 20, 2002

A summary of the discussion from the Professional Fitness Review Board Meeting, February 16, 2002:

The Board considered the request of Father James Ray to finish his term as Treasurer of the Association of Health Care Professionals, which is scheduled to last for another full year. Father Ray has already withdrawn his name as President-elect of this Association. The Board voted 6-1 that Father Ray should resign as Treasurer of the Association in order to protect the integrity of the church and of the priesthood.

Regarding the question of whether Father Ray may continue as a member of the Association's Board of Directors, the Review Board asked for more information about the activities of the Board of Directors.

The Review Board asked Kathleen Leggdas to ask Father McBrady to get more information from Cardinal George and Bishop Conway about Father Ray's appointment as Representative to the Archdiocesan Council of Catholic Nurses.

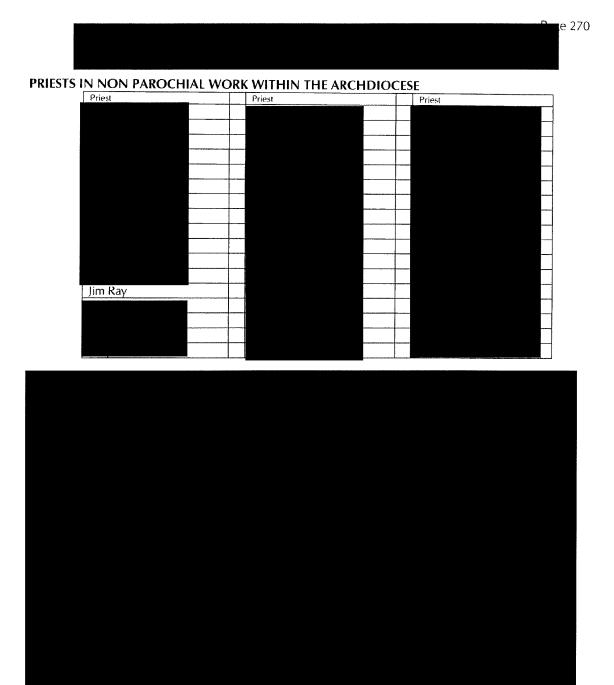


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest
	Priest



The Vicars for Priests have removed 16 people from these lists



The Vicars for Priests have removed 16 people from these lists



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Rev. James Ray

Date:

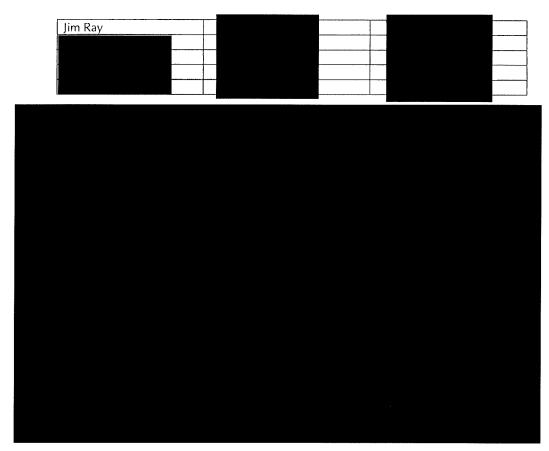
February 25, 2002

Present at the meeting were Father James Ray, Father Larry McBrady, Vicar for Priests and PFRA.

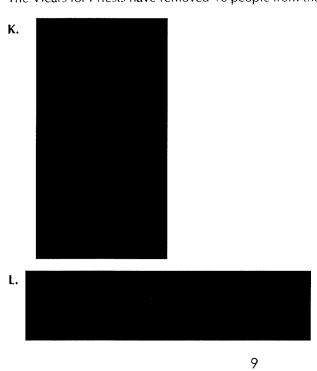
Review Board recommendations were discussed:

- Resign position as Treasurer of Catholic Health Care Association
- Question of remaining on the Board without office held deferred to March meeting after PFRA obtains additional information.
- Resign as Chaplain to the Archdiocesan Council of Catholic Nurses

Cc: Rev. Larry McBrady, Vicar for Priests

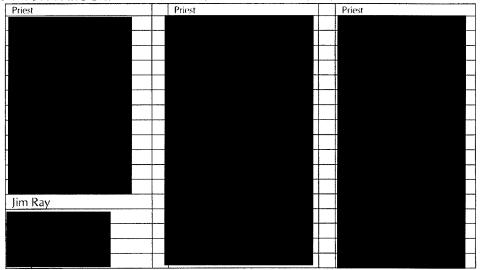


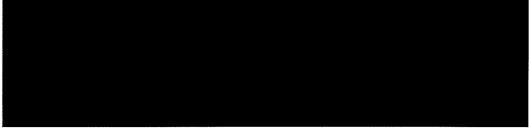
The Vicars for Priests have removed 16 people from these lists

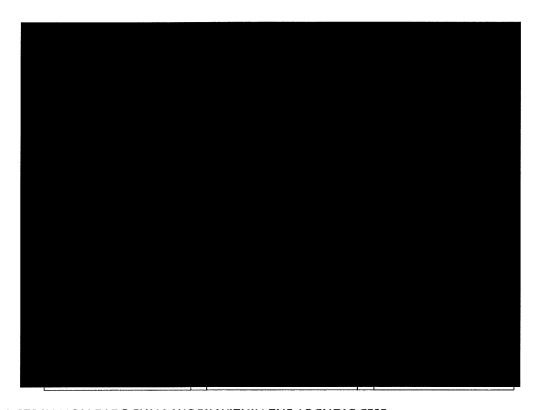


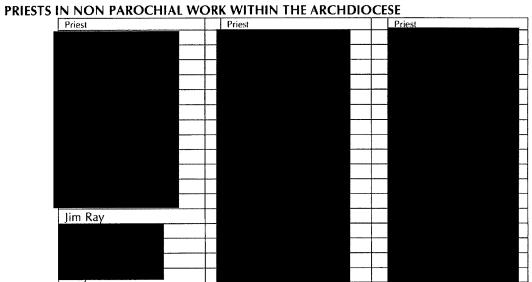






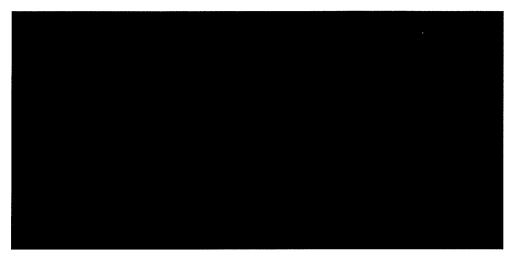


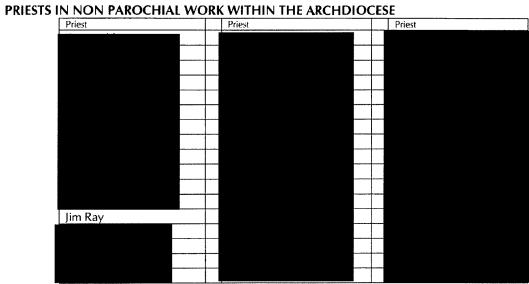


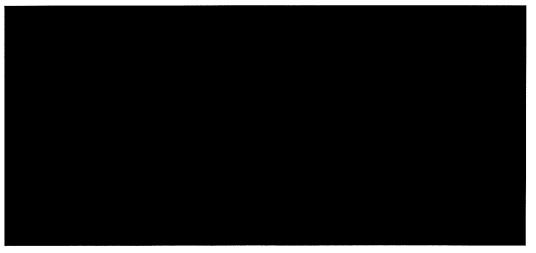




Page 299

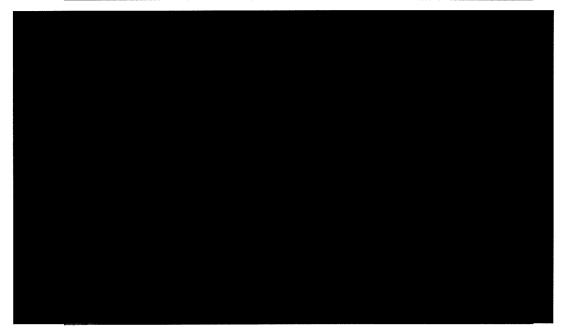








Priest		Priest	Priest
	<del></del>		
Jim Ray			
Jiii Kay			

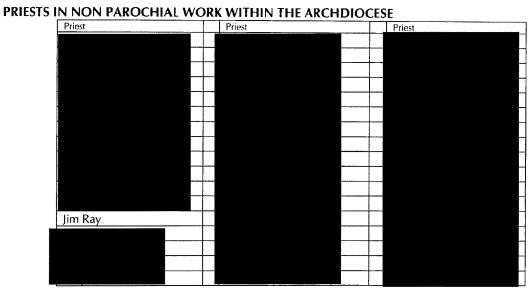


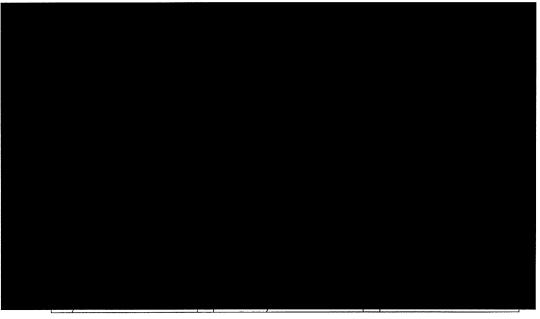
The Vicars for Priests have removed 16 people from these lists

L.









Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### Memorandum

To:

File

From:

Rev. Thomas J. Paprocki, Archbishop's Delegate to the Professional Fitness Review Board

Re:

Rev. James Ray

Review Board Meeting - Supplementary Review

Date:

March 16, 2002

The Board conducted a supplemental review of Father Ray's monitoring protocol in light of the report from

The Board recommended that Father Ray's travel restrictions remain in place.

The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

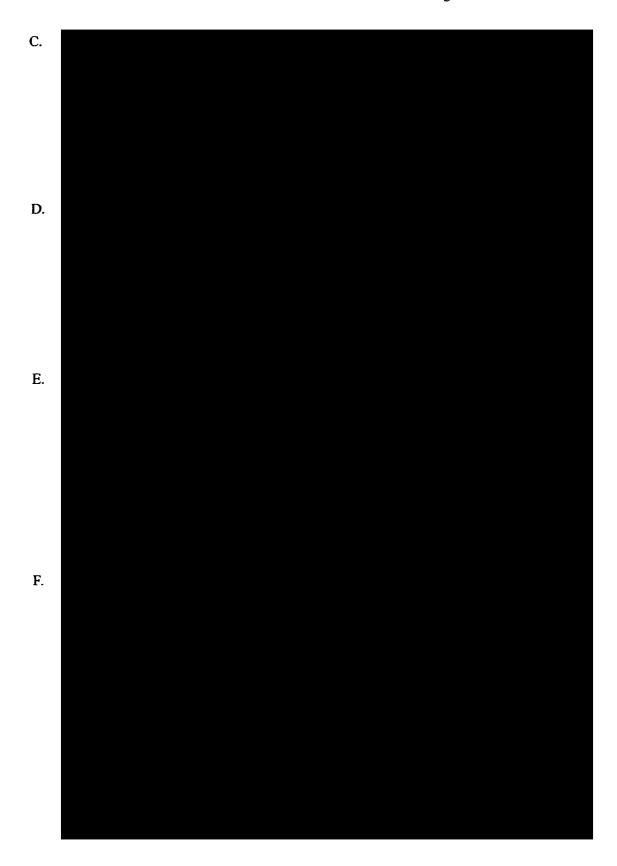
## **Professional Fitness Review Board**

Saturday, March 16, 2002

## **MINUTES**

Review	Board Members Present:
Absent:	
Non-me	embers present:
	Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board
	Kathleen Leggdas, Professional Fitness Review Administrator
	Case Reviews in light of Cardinal's request for Supplementary Reviews





G.	In the Matter of Rev. James Ray, PFR-36
	The Board conducted a Supplementary Review of Father Ray's monitoring protocol
	The Board recommended that Father Ray's travel restrictions remain in place.
	The Board determined that the present monitoring protocol is adequate. The PFRA reports that Father Ray
H.	
I.	
J.	



## II. Budget Review Postponed to April Meeting

Next regularly scheduled meeting is April 20, 2002

Cc: Members of the Review Board

Rev. Thomas J. Paprocki, Cardinal's Delegate to Review Board

Rev. Larry McBrady, Vicar for Priests

Rev. James Kaczorowski, Vicar for Priests

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611

I.



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

## **Professional Fitness Review Board**

Saturday, March 16, 2002 10:00 - 2:00

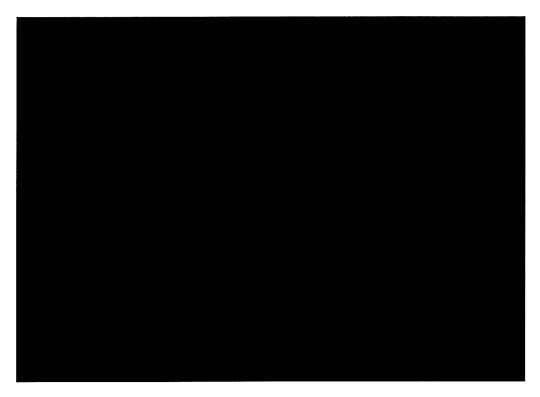
### **AGENDA**

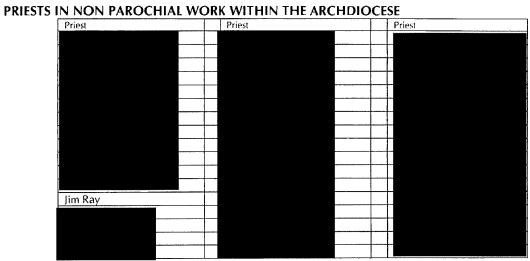
II. Case Reviews

A.
B.
C.
D.
E. In the Matter of Rev. James Ray, PFR-36

Approval of Minutes from February 16, 2002

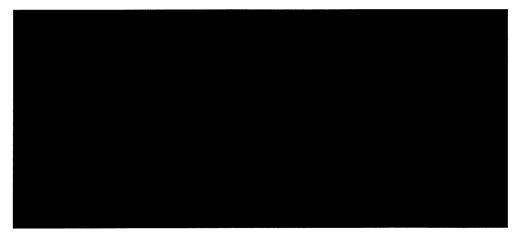
- IV. Other Business
  - A. B.

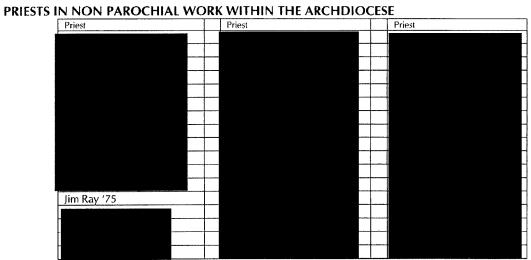
















Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

March 25, 2002

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, IL 60611

Dear Cardinal George,

Please be advised that the Review Board met on March 16, 2002. The Board fully considered all oral and written reports in the matter of Rev. James Ray. The Board conducted a Supplementary Review pursuant to Article 1104.11 of the Policies and Procedure for Determination of Fitness for Ministry.

Based on that review the Board recommends the following:

• That Father Ray's travel restrictions remain in place.

If you have questions or comments, please call at your convenience.

Sincerely,

Kathleen Leggdas

Professional Fitness Review Administrator

Kathleen Leggdan.

Cc: Rev. Thomas J. Paprocki, Cardinal's Delegate to the Review Board

Rev. Larry McBrady, Vicar for Priests

• COPY

ARCHDIOCESE, OF CHICAGO

Office of the Cardinal

Post Office Box 1979 Chicago, Illinois 60690-1979

re: nonvoring

April 1, 2002

Ms. Kathleen Leggdas Administrator Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, IL 60611

Dear Ms. Leggdas,

I received from you the review of all the outstanding cases of reported sexual misconduct with minors by members of the Archdiocesan clergy. I thank you sincerely for the good work of the Office and your own dedication to a task so important for the Church's ministry.

I accept all the recommendations in the letters that you sent me, dated March 25, 2002. In the case of accusations against priests who are now deceased, I would like to know how it is that we are going to be of service to the victims who have brought the allegations forward at this time.

This acceptance of all recommendations made will be seconded to all parties concerned, so that the recommendations can be implemented as quickly as possible. Again, thank you for your dedication and for the help you bring to victims and clergy.

Sincerely,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

cc: Most Rev. Raymond Goedert

Rev. Thomas Paprocki

Rev. James Kaczorowski

Rev. Lawrence McBrady

Mr. Jimmy Lago

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312)751-5205 Fax: (312)751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

Rev. James Ray

Date:

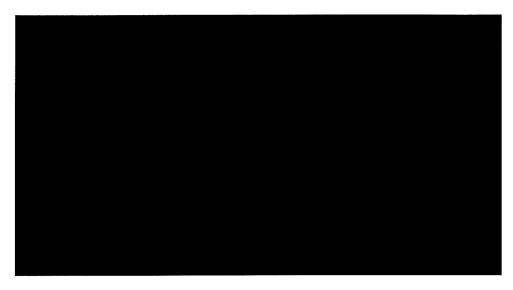
April 5, 2002

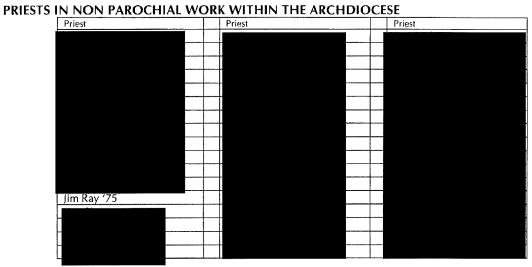
A summary of the discussion from the Professional Fitness Review Meeting on March 16, 2002:

The Board conducted a Supplementary Review of Father Ray's monitoring protocol

The Board recommended that Father Ray's travel restrictions remain in place.

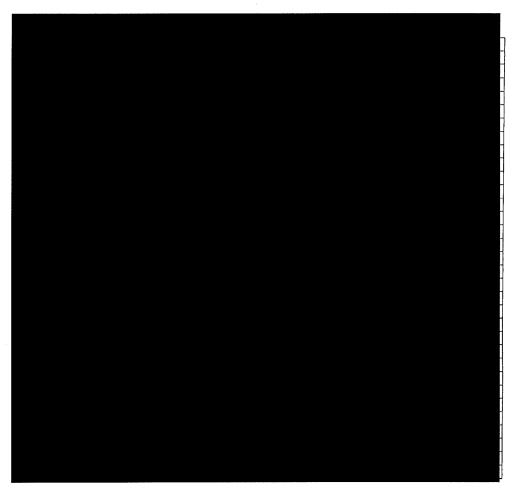
The Board determined that the present monitoring protocol is adequate.



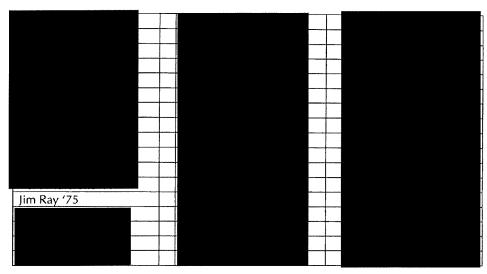








Priest	Priest	Priest	
Jim Ray '75			
jiii itely 70			





The Vicars for Priests have removed 16 people from these lists

VI	Old Business:		
VII	New Business:		
VIII	Adjournment:	p.m.	
	MOTION:		

Page 344

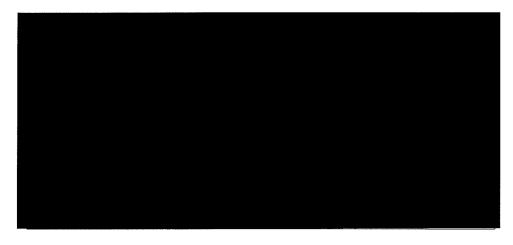
### PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest	Priest	Priest
Jim Ray '75		
:		

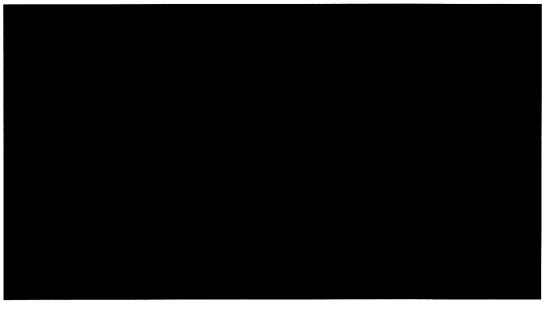


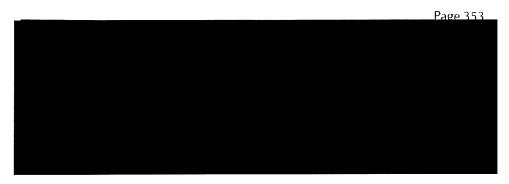
The Vicars for Priests have removed 16 people from these lists

VII New Business:	VI	Old Business:		
	VII	New Business:		



	OKK WITHIN THE AKCHDIC	
Priest	Priest	Priest
makada u u u da saka		
		<del>                                     </del>
		<del>- </del>
-		
Jim Ray '75		
Jiii (ta) , 3	<del></del>	
	<del></del>	
		<u> </u>



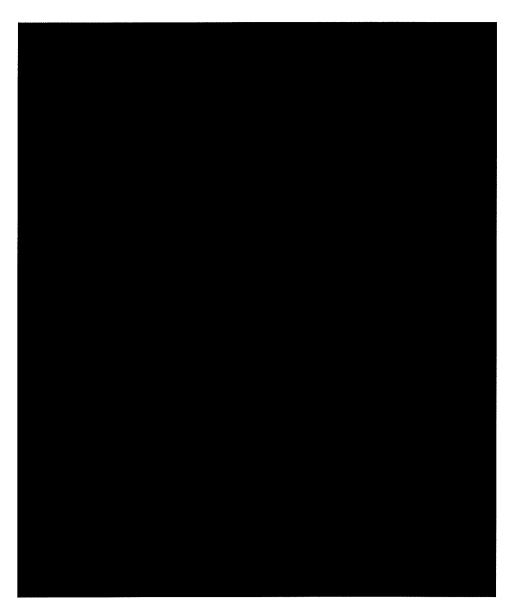


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest		Priest	Priest	
	_			┢
	+-			┢
	+			ŀ
	+-		 	┢
-	-			-
•	+-			-
			 	ŀ
				-
			 <u> </u>	L
				_
			 	L
			 -	L
Jim Ray '75				
				_
	-			ı
	_			-
7			 	



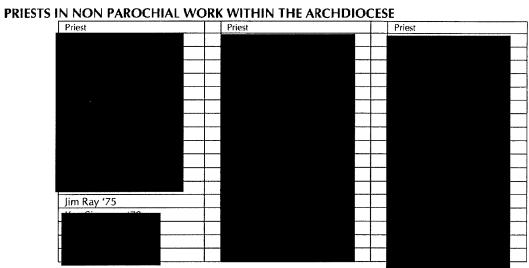
The Vicars for Priests have removed 16 people from these lists

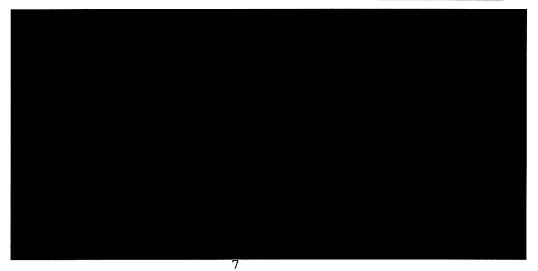


PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

riest		Priest	Priest	
	<del></del>	<del></del>		
			······································	
			and the same of th	
m Ray '75	1			









PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest		Priest	Priest	
		+	 -	
	-	+	_	
		+	 	
		+	 	_
im Ray '75				
		<del> </del>	-	
		+		



The Vicars for Priests have removed 16 people from these lists

VI

**Old Business:** 

VII	New Business:		

Page 382 PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE
Priest Priest Priest F lim Rav '75 The Vicars for Priests have removed 16 people from these lists VI **Old Business:** 

8

VII

**New Business:** 

# Professional Fitness Review May 14, 2002

Client Case Review: Father James Ray PFR-36

Two allegations of sexual abuse with a minor have been brought against Father Ray. One, in 1990 (pre-Review Board), one, in 1999. At the time of the second allegation a protocol was developed and implemented by the Board. Allegations include hugging, massages/back rubs, touching the boy's genitals under his clothing. Father Ray is in limited ministry at Catholic Charities. He resides at St. John Stone Priory of the Augustinians. The Prior serves as his on-site monitor.

The Review Board found reasonable cause to suspect misconduct occurred. Father Ray denies touching under clothing. He was removed from Parish ministry and left in limited ministry with restrictions.

Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

### Memorandum

To:

File - PFR-36

From:

Kathleen Leggdas, Professional Fitness Review Administrator [PFRA]

Re:

**James Ray Vacation** 

Date:

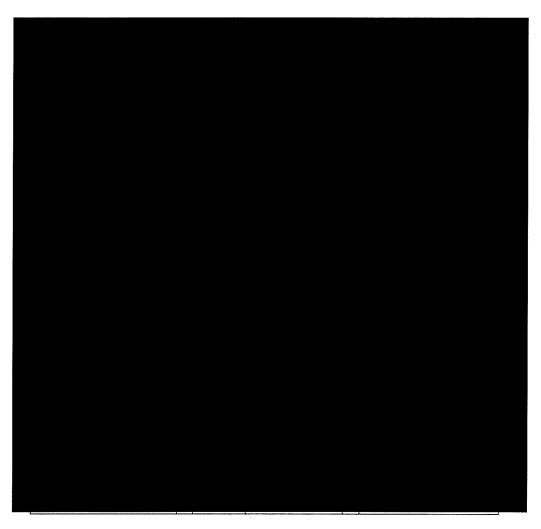
May 29, 2002

PFRA spoke with the second who will serve as monitor for Jim Ray's trip to Oregon to visit his brother in June.

Vacation form will be completed and sent to PFR Office in advance of trip.

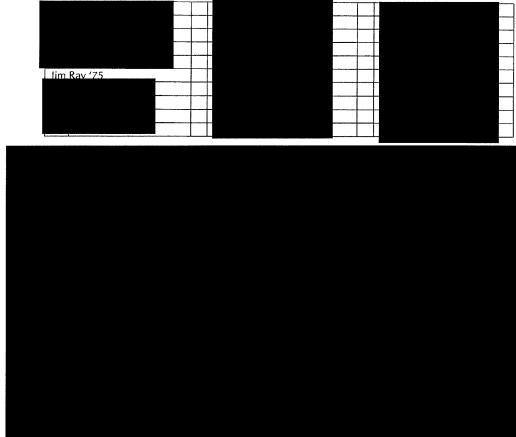
Cc: Rev. Larry McBrady, Vicar for Priests

	н	4 1!
	1	
	( <del>)</del>	
	1	
	<u> </u>	
	4	
	;	
	¬	
	ų.	
	i i	
	<del>,</del>	
	à	
	,,	
	<del></del>	
	,l	
	<del></del>	
***************************************		
		udacled Ray
	<del></del>	
		11
	ı .	
	4	
		149



Priest	F	riest	 Priest	
			_	
			·	
Jim Ray '75				
Jilli Ray 75				
			_	
	i			





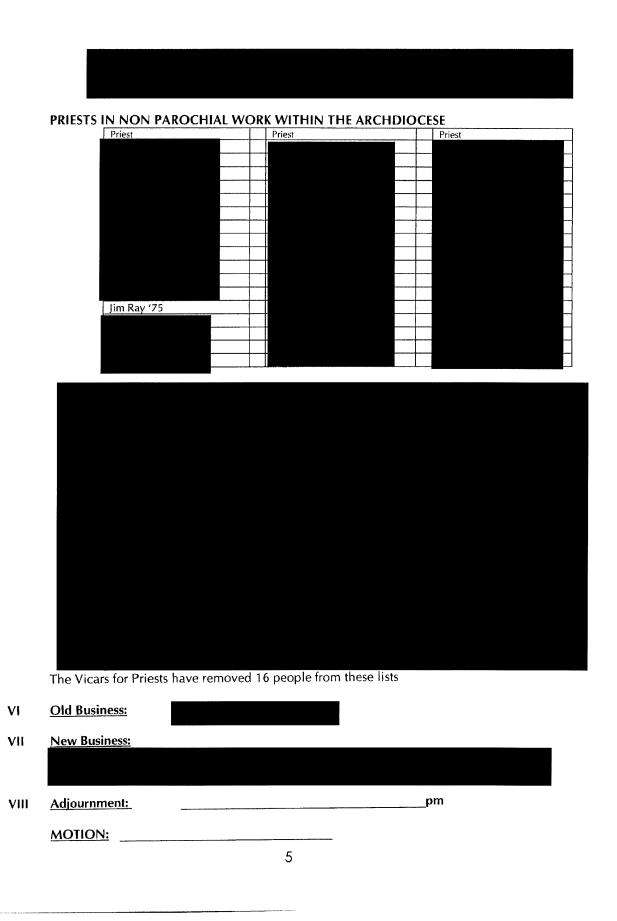
The Vicars for Priests have removed 16 people from these lists

|--|

VII New Business:

VIII Adjournment: 1:20 pm

MOTION: 7-0-0







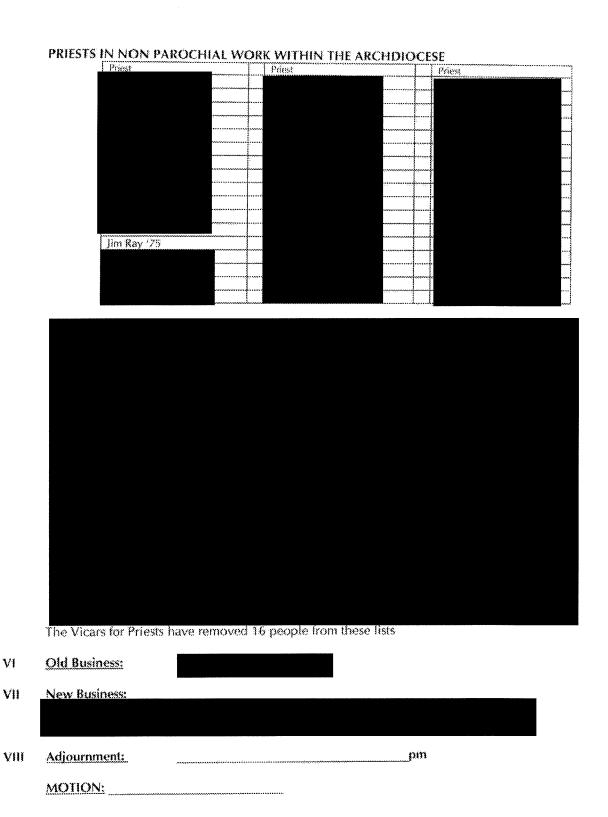
PRIESTS IN NON PAROCHIAL WORK WITHIN THE ARCHDIOCESE

Priest		Priest	Pr	est	
					-
	-				
Jim Ray '75					



The Vicars for Priests have removed 16 people from these lists

VI <u>Old Business:</u>



Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690-1979

Dear Father Ray,

As you know, the United States Conference of Catholic Bishops on June 14, 2002 in Dallas, Texas, adopted a "Charter for the Protection of Children and Young People" as well as "Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests, Deacons, and other Church Personnel." Although the latter of these two documents is awaiting the *recognitio* of the Holy See before it becomes particular law for the entire episcopal conference, diocesan bishops can adopt particular laws for their own dioceses. I have done this by adopting and incorporating the Dallas protocols into our Archdiocesan policies and procedures effective as of yesterday, when I signed the decree.

Accordingly, while your case is being reviewed in light of these policies, you are temporarily being withdrawn from all ministry and are required to report to Koenig Hall in Mundelein where you are to take up residence, effective immediately. While acknowledging your canonical rights, canon 223 also requires those exercising their rights to take into account the common good of the Church and the rights of others as well as their own duties towards others. This same canon also authorizes ecclesiastical authority to regulate the exercise of rights in the interest of the common good.

Since the safety of minors is clearly in the interest of the common good, I invoke my authority under canon 223 and order you as a matter of obedience in accord with canon 273 to cease all ministry temporarily and report for residence at Koenig Hall immediately.

Personally, I appreciated very much the conversation we had. You are in my prayers; please keep me in yours.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

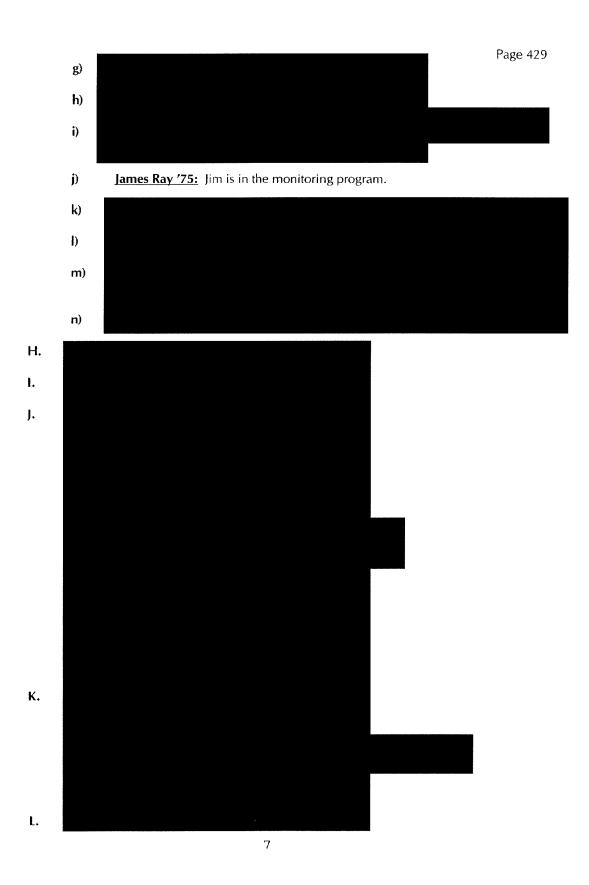
Francis Carte Stay

Archbishop of Chicago

Chancehor

Rev. James M. Ray P.O. Box 167233 Chicago, IL 60616

James Ray '75 j) k) 1) н **Parishes** Ш <u>Issues</u> Н. I. J. K. L.





#### **MEMORANDUM**

**COMPASSION IN ACTION SINCE 1917** 

**DATE:** July 9, 2002

TO: Rev. James Kaczorowski

Vicar for Priests\_

FROM: Rev. Charles T. Rubey

SUBJECT: Fr. James Ray

This memo is to inform you that Fr. James Ray will no longer be employed at the Catholic Charities effective July 12, 2002 and he will no longer be receiving a salary check from the Catholic Charities.

If you have any questions, kindly call me at (312) 655-7280.



#### **COMPLIANCE WITH MONITORING PROTOCOLS**

Name of cleric: James Ray	Year of ordination: 1975 Age: 52
Current ministerial assignment (if any): Catholic Ch	arities Hospital Liaison
Current place of residence: St. John Stone Priory,	Augustinian Community
subject to appropriate monitoring for the remainder of hi Policy §1104.12.3 provides that monitoring programs an	cleric who has engaged in sexual misconduct with a minor will be s life as a cleric of the Archdiocese and his file shall remain open. d protocols should be applied on a case by case basis but must dicates whether there is compliance with these essential
the Archbishop: (circle one) (YES) NO	Professional Fitness Review Administrator semi-annually 2001
<ul> <li>A written protocol signed by the cleric, which him: (circle one) YES NO</li> <li>Date of current written and signed protocol: No</li> </ul>	h sets forth the particular requirements applicable to
Restrictions from being alone with anyone u	under the age of 18: (circle one) YES NO
Periodic physical evaluation     (Circle one) YES NO     Date of most recent physical evaluation:	determined by the Review Board:
Regular individual spiritual direction: (circle Name of Spiritual Director:      Frequency of meetings:	e one) YES NO
Frequency of meetings:	Date of most recent meeting:
in order that they are meaningfully apprised (Circle one) (YES) NO	appropriate in the cleric's residence or place of ministres and able to assist in the program:  Osidina  or at Cutholic Charities
Does the cleric use the Internet? (circle one If yes, does he provide the Professional Fitte Internet sites visited? (Circle one)      YES  Other monitoring provisions or restrictions:	ness Review Administrator with a monthly printout of NO
	March 14, 2002
Signature of Professional Fitness Review Adminis	trator Date

# Client Case Review Professional Fitness Review Office March 14, 2002

#### PFR-36 Rev. James Ray

Two allegations of sexual abuse with a minor have been brought against Father Ray. One, in 1990 (pre-Review Board), one, in 1999. At the time of the second allegation a protocol was developed and implemented by the Board. Allegations include hugging, massages/back rubs, touching the boy's genitals under his clothing. Father Ray is in limited ministry at Catholic Charities. He resides at St. John Stone Priory of the Augustinians. The Prior serves as his onsite monitor.



## Bailey, Janice

From:

Burns, Linda

Sent:

Thursday, July 18, 2002 11:41 AM

To:

Bailey, Janice

Subject:

RE: Fr. James Ray #201323

#### Thank you, I will fix it.

----Original Message-----

From:

Bailey, Janice

Sent:

Thursday, July 18, 2002 11:21 AM

To:

Burns, Linda

Subject:

Fr. James Ray #201323

On June 25th you emailed me regarding changing his position, job code etc.....Because the pc paid was on I was unable to change. I see that it is now off and I confirmed with Ray that he hasn't been in 10359 for sometime now. It is o.k. for you to change his record to IN status etc.....I cannot change this without written and signed information.



#### Bailey, Janice

From:

Bailey, Janice

Sent:

Thursday, July 18, 2002 8:20 AM

To:

Vanderplow, Patricia Zelman, Genevieve

Cc: Subject:

FW: 201323

#### Patt,

I have not changed his record since he is still PC Paid. I also never responded back to Linda since he is in Interim. Until I get any paperwork he will remain in 10359 but you might want to contact Linda if you think its necessary. Thanks!

-----Original Message-----

From:

Burns, Linda

Sent:

Tuesday, June 25, 2002 4:18 PM

To:

Subject:

Bailey, Janice 201323

#### Fr. James Ray

I can't change his position, job code, P/L & dept because he is PC paid.

Please change to P/L 10000, dept 99004, Position = nonstaff, job code is blank.

Status is IN

Everything else is blank.

This should be effective 06/24/02 per the Cardinal's press conference.



Office of Professional Fitness Review 676 N. St. Clair, Suite 1910 Chicago, Illinois 60611



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### Memorandum

To:

File -PFR-36

From:

Laura A. Neri-Palomino, Administrative Assistant

Re:

Rev. James Ray

Date:

July 23, 2002

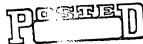
The following salary adjustment is effective July 1, 2002:

Rev. James Ray ordained in 1975

- Pay Father \$20,975.00 annually
- Less 10% for PFR expenses (\$2,098.) = \$18,877.00
- \$18,877.00 divided by 12 months = \$1,573.00 per month

Cc: Rev. James Ray



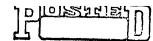


## ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

1 1 1 1 1 1 1 X X	<i>)</i>		2018,23	
Last Name, First, Middle Initial		ocial Security Number	Employee Number	
Active F/T Active P/T_	Active P/T Benefit	ts Position	·	·
Ordination Date <u>/ 775</u> Tr	ransfer to P.C.	DateTransfer from Agency/F	Parish/School#	
Dept. Name	No	Agency	No	
Pay through payroll		Date:		
(Compensation Book) Other: Type		Non-Payroll Compensa Type		
			\$ \$	
			s	
			s	
		Total Non-Payroll	s	
Comments				
			<del></del>	
Birth Date	EEOC: OM PR OC_	SW SL ADM	Other Veteran	
Home Phone	Work Phone	Handicap	: Yes No	
Mailing Address				
Street, City, State, Zip Code				
Dental Insurance: YesNoN	lame of Dental Plan			
Payroll Direct Deposit: Yes No	Forms attached: YesNo_	Federal/State Taxes: Yes No	Forms attached: Yes No	
Defined Contribution Plan (AETN.	A) Ycs No	Amount per year \$	0	- 9 3002 - 73
TRANSFERS - EF	FECTIVE DATE	- Cunust	1,2002)	
Transfer From Name Par			Services – Interim Salary #	
Transfer From	Services – Interim Salary	To	ish #, School #, or Agency	
Personnel	Services – Interim Salary		•	
Transfer From Location		To Location		
Termination/Resignation/Da				
				<del></del>
		tor/Date Director,		
Agency Director/Date	-		Human Kesources/Date	
Chancellor/Date	Director, Personne	el Services/Date		
Original: Payroll	Yellow: Human Resou	rces	cy Gold: Benef Created: July,	

## PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

	AKCHDI	OCESE FR	UE313	
Ryp, James				201323
ast Name, First, Middle Ir	nitial	Social Secur	rity Number	Employee Number
ctive F/TActive P/7	ΓActive P/T B	enefits	Position	
rdination Date 1975.				
ept. Name	No	Agenc	y	No
ny through payroll egular Salary Compensation Book)	S 18,877 Effec		ı-Payroll Compensatio	
ther: Type	5	Тур	e	<b>s</b>
	S	-	***	<b>s</b>
	S		************	\$
	<b>S</b>			\$
otal through Payroll	S	Tota	al Non-Payroll	\$
omments				
treet, City, State, Zip Code ental Insurance: Yes Nol	Name of Dental Plan	***	·	
ayroll Direct Deposit: Yes No	oForms attached: Yes	NoFederal/Stat	e Taxes: Yes No	Forms attached: Yes No
efined Contribution Plan (AETN	VA) Yes No	Amo	ount per year \$	<u>kos</u>
RANSFERS – El	FFECTIVE DA	TE <u> </u>	igust 16,	2008
ransfer FromName Par	rish #, School #, or Age	69 To_ ency#	Personnel Se	10359 ervices – Interim Salary #
ransfer From		То		·
Personne	l Services – Interim Sa	lary#	Name Parish	#, School #, or Agency #
ansfer From		То	Location	
Location ermination/Resignation/D		Rea	Location ason	
			•	
gency Director/Date	Department D	jrector/Date	Director, Hu	man Resources/Date
hancellor/Date	Director, Person	onnel Services/I	<u>100</u> 0) pte	
riginal: Payroll	Yellow; Human R	Resources	Pink: Agency	Gold: Benefits Created: July, 2000



## ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

			<u> </u>	
Lest Name, First, Middle Initial		ial Security Number	Employee Number	
Active F/TActive P/	TActive P/T Benefits	Position		
Ordination Date	Transfer to P.C Dat	eTransfer from Agency/Paris	h/School#	
Dept. Name	No	_Agency	No	
Pay through payroll	Effective Da	ate:		
Regular Salary (Compensation Book)	\$_15,827	Non-Payroll Compensation	<u>-</u> -	
Other: Type	s	Туре	<b>s</b>	
	s		<b>\$</b>	
<del></del>	\$		\$	
	\$		<b>s</b>	
Fotal through Payroll	\$	Total Non-Payroll	\$	
Comments				
Payroll Direct Deposit: Yes	Name of Dental Plan NoForms attached: Yes NoI FNA) Yes No		Forms attached: YesNo	
TRANSFERS _ I	EFFECTIVE DATE	(Manala 16		
Transfer From		<b>T</b>	vices – Interim Salary #	
Transfer From Person	nel Services – Interim Salary #	ToName Parish	#, School #, or Agency #	
Transfer From	on	То		
	on /Date	D		
Agency Director/Date	Department Director	r/Date Director, Hur	nan Resources/Date	
Charalla-/Data	Director, Personnel	Samigas/Data		
Chancellor/Date	Vellow: Human Resource	: 11 ×	Gold: Benefits	
Original: Payroll	Y ellow: Human Kesource	rink: Agency	Created: July, 2000	

Department of Personnel Services Human Resources Information Systems Manager



Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5338 Fax: (312) 751-9806

**MEMO** 

To:

Linda Burns

Sr. Mary Ann Zrust

From: Sr. Jo Anne Murphy

Date:

September 11, 2002

Re:

Request for new Status Code for Diocesan Priests

CC:

Carol Fowler, Fred van den Hende

Carol Fowler and I reviewed your request in light of the codes currently in the Lawson system. We have decided to CHANGE the status code to NS effective July 1, 2002, for the following diocesan priests: Revs. Daniel Buck, John Calicott, Robert Kealy, John Keehan, Donald Musloff, James Ray, 1 and

These are the factors involved in the decision at this time. If any of these changes, contact Carol or myself to reevaluate the situation at that time.

- None of these men are actively pursuing leaving the Archdiocese therefore we cannot use any of the Leave terminology. None of them is canonically suspended, so we cannot use the Suspension terminology.
- 2. All of them will be paid through the Pastoral Center Interim Salaries account. Their benefits will not change. So, there are no distinctions in handling their accounts from the handling of any other priests in the Interim Salaries account.
- They are NOT to get Celebret cards. But this is ultimately a manual process handled by the 3. Chancellor's office in conjunction with the Vicar for Priests.
- Their names and address WILL appear in the Archdiocesan directory as long as they have not 4. resigned from ministry. They WILL continue to receive all communications designated for Chicago diocesan priests.
- 5. They should NOT be tallied in parish counts. Even those that are pastors are not to be counted as parish ministers. I will check with HR and IT to make sure this is accurate.
- Three currently have the title pastor. For these three men, their position as pastor will remain on 6. the Lawson system until some official notice states otherwise. However, the mail for their respective parishes must go to the parish in the name of the parish administrator. This will be accommodated via the Levels system.

Your offices will be maintaining communication with these priests directly and will be aware of changes in their status with the Archdiocese. If any timely issues arise about their statuses and Lawson, we leave the decision in your hands. If I can be of further help, let me know.

20 September, 2002

Rev. Thomas Tivy Vicar for Priests Office 645 N. Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on vacation with are former members of St. Peter Damian Parish, Bartlett and is a permanent deacon in the Archdiocese.

Apolie by phone

I will be traveling with to Florida via airplane and we will meet there and spend the week at a resort that is part of their vacation club.

I thank you for your consideration in this matter.

Thank you,

Jim Ray

cc Fitness Review Administrator

### TRAVEL/VACATION AGREEMENT

Permis	ssion to go on vacation to Orlando from/to 10/27 - 11/3, 200  (Destination) (Dates)
this ye	ear has been granted to $I$ in $Ray$ provided the following conditions
•	e met by him and (Companion)
1.	The designated companion agrees to accompany the client at all his activities. Client is not allowed to be by himself.
2.	No contacts with minors are allowed unless companion is present.
3.	Client is required to call in, to keep a daily log: proofs/tickets, receipts, etc., regarding resident's activities are to be submitted to PFR Administrator for verification.
4.	If any of the above conditions are violated both the client and the travel companion(s) will be
	held accountable by the Archdiocese of Chicago.
5.	The date of return to the residence has been set for 3 November 2003 however due
	to weather conditions or emergencies that may arise, the date can be changed. Approval from the
	PFR Administrator must be granted for any changes in this statement.
Signat	James M. Roy
Date:	9-28-07

A copy of this agreement will be kept on file at Professional Fitness Review Board Administrator's Office and the Vicar for Priests' Office.

pro, eff date was 8/16 but it was housed po I had to go the but it but it but it was housed po I had to go the back door to correct ARCHDIOCESE OF CHICAGO

To 8/1/02 PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

Rall James Last Mame, First, Middle	Initial	Social Security	y Number	A01333 Employee Number	
Active F/T Active I	P/TActive P/T B	enefitsP	osition	·	
Ordination Date 1975	Transfer to P.C.	DateTransfer f	from Agency/Par	ish/School#	
Dept. Name	No.	Agency_		No	
Pay through payroll Regular Salary (Compensation Book)	Effec	etive Date:			
Other: Type	\$	Туре	ayroll Compensatio	s	
	\$			\$	
	\$			\$	
	\$			\$	
Total through Payroll	\$	Total I	Non-Payroll	\$	
Comments					
Birth Date				<del></del>	•
Home Phone				es No	
Mailing Address					
Street, City, State, Zip Code					
Dental Insurance: YesNo	Name of Dental Plan				
Payroll Direct Deposit: Yes	NoForms attached: Yes	NoFederal/State T	axes: Yes No	Forms attached: YesNo	-9 2002
Defined Contribution Plan (AE	ГNA) Yes No	Amour	nt per year \$	067	1
TRANSFERS – I	EFFECTIVE DA	TE Oa	equal	1,2002)	•
Transfer FromName I	Parish #, School #, or Ag	To	Personnel Ser	16359 rvices – Interim Salary #	
Transfer From Person	nel Services – Interim Sa	To	Name Parish	#, School #, or Agency #	
Transfer From		<b>T</b>		, solicot ii, of reguley ii	
Location Termination/Resignation		Reaso	Location on		
	CF. 10	19/02			•
Agency Director/Date	Department D	ire¢tŏr/Date	Director, Hur	nan Resources/Date	
Chancellor/Date	Director, Person	onnel Services/Dat	a fe		
Original: Payroll	Yellow: Human F	Resources pu.	Pinķ: Agency	Gold: Benefits Created: July, 2000	ı

Jim Ray called - Her want to stay on Dental at Cath Chairties ok & Bolond - to se toro him ok & me

. The second of the second of

15 December, 2002

Rev. Thomas Tivy Vicar for Priests Office 645 N. Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom,

I am writing to ask permission to go on my annual ski trip to Boyne Mountain in Michigan. I will leave on Friday January 3, 2003 and return on Friday January 10, 2003.

I will driving there and back with my friend My oldest brother and a couple of other adult friends will be up there for part of the week.

I thank you for your consideration in this matter.

Thank you,

Jim Ray

14 17 0 N

20 January, 2003

Rev. Thomas Tivy Vicar for Priests 645 N Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom.

I am writing to ask permission to attend the conference in Washington D.C. for the 11<sup>th</sup> Annual World Day of Prayer for the Sick. The conference is February 9 to 11, and the morning of February 12<sup>th</sup> I will be with the Conference of Diocesan Coordinators of Health Affairs. I will fly to Washington on Saturday afternoon, February 8<sup>th</sup>, and return the afternoon of February 12<sup>th</sup>. While in Washington I will be with Rev. a pastor in and the ethicist for the Diocese of Rockford and the chair-elect for the CDCHA.

called on 2/3/03 left heersoge

I once again thank you for your consideration.

Sincerely,

James M. Ray

Li

1 February, 2003

His Eminence Francis Cardinal George, O.M.I. Archbishop of Chicago P.O. Box 1979 Chicago, IL 60690

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review.

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand.

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests.

Thank you for your consideration.

Sincerely,

James M. Ray

P.O .Box 455 Mundelein, IL 60060

847-566-6085

cc: Rev. Thomas Tivy



1 February, 2003

FEB - 5 2003

His Eminence Francis Cardinal George, O.M.I. Archbishop of Chicago P.O. Box 1979 Chicago, IL 60690

Your Eminence,

At times the future looks so uncertain for me, but I know that, what ever happens, God is with me and in the long run I will be fine. But I figure that it is time for me to do something proactive rather than being reactive.

I would like to review all of the Archdiocesan files pertaining to the accusations against me. As I understand it there are separate files in the Vicar for Priests Office, the Office of Professional Fitness Review and the Pastoral Center. It is my understanding that the process is to write to you and that you will authorize arrangements to be made for such a review.

I also ask that, if possible, I be allowed to make photocopies of the pertinent documents in my files. It would be excessively laborious to copy all of the pertinent documents by hand.

plin

Further, I would ask that I be allowed to review all of these files at the Office of the Vicar for Priests.

Thank you for your consideration.

Sincerely,

James M. Ray

P.O .Box 455

Mundelein, IL 60060

847-566-6085

cc: Rev. Thomas Tivy

Memo from:

Rev. Thomas Tivy

Date: \$\overline{\overline{\substantive}}\$

Kan told he to press this

on to you - Jun Ray,

will probably worte

directly to you also.

Thanks for all you

do!

Tom



6 February, 2003

Mr. Jimmy Lago Chancellor of the Archdiocese of Chicago P.O. Box 1979 Chicago, IL 60690

Dear Jimmy,

I sent the enclosed letter to the Cardinal. Fr. Tom Tivy told me yesterday that you are the one who would take care of such a request and that I should write to you. Rather than retype the letter, I am sending the letter I sent the Cardinal to you.

I hope you are doing well and I thank you for your consideration.

Sincerely,

James M. Ray

P.O. Box 455 Mundelcin, IL 60060 847-566-6085

Office of the Chancellor Jimmy M. Lago



Post Office Box 1979 Chicago, Illinois 60690-1979

> 312-751-5382 Fax: 312-751-5381

February 7, 2003

Reverend James M. Ray PO Box 455 Mundelein IL 60060

Dear Father Ray,

In reference to your letter of February 1, 2003, you may review your files. However, our policies do not allow you to make photocopies of any of the contents of the files. You will be able to review your files at the Archdiocesan Archives and Records Center located at 711 West Monore. Please call my assistant, Maryann Fox, at 312-751-8366 to make an appointment.

Chancellor

If you have any further questions, please feel free to call me.

## PRIEST PERSONNEL FILE ACCESS REQUEST RECORD

Archdiocese of Chicago

This form documents an individual priests request for access to his records. It must be filled out completely and signed by all appropriate parties.

TO BE FILLED IN BY AGENCY HOLDI	NG RECORDS
Name of Priest File:	
RAY, JAMES	
Record of Agency/Office:	
VICAR FOR PRIESTS	
Address	
1.0. BOX 455	
City/State:	Zip: 60060-1174
MUNDELEIN, IL	60060-1174
I FHONE:	
847-566-6085	
Person Requesting File:	Date of Request:
JAMES RAY VIA MARY ANN FOX Written Request Attached (Written request must a	2-24-03
Written Request Attached (Written request must a	accompany this form) Y (N)
Person Authorizing Access:	Date Records Accessed:
3R. MARY -ANN LRUST	1 2-24-03
SP. MARY ANN IRVST Signature: Mary Oun Freek, 34	
Tracy Color guest,	
TO BE FILLED IN BY REQUESTER	
Requester's Signature Acknowledging Receipt of F	ile:
and an analysis of the control of th	
Requester's Comments:	
Init	tialed:
Time	(Revised 12/9

Revisea 12/95)

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

March 14, 2003

Rev. James Ray Cardinal Stritch Retreat House P.O. Box 455 Mundelein, IL 60060

Dear Jim:

I realize you must have many questions about what is happening with regard to your situation. I have appreciated your patience and understanding, and I thank you again for agreeing not to exercise ministry while your case is pending. As you know, the Dallas Charter and Norms created a canonical difficulty. They required bishops to act immediately, but Church law prohibited us from taking any action under the Norms until they received the approval of the Holy See. I am very grateful to each of you for cooperating in the implementation of the Charter and Norms, even though that cooperation has taken a toll on you. I am writing the same letter to each of you so that you are clear as to what will be happening next.

The Holy See approved the revised Norms on December 8, 2002, and Bishop Gregory indicated they would go into effect March 1, 2003. I want you to be aware of the implications of this, so that at least you will understand how we will be proceeding in the Archdiocese of Chicago. There are still some aspects of the process that the USCCB Committee on Canonical Affairs is working on, so some part of the process are less clear than others.

In the near future, I will be submitting each of your cases to the Congregation for the Doctrine of the Faith, as required by the Norms that Congregation issued in 2001. At that time, I will ask the Congregation for a dispensation from the statute of limitations so that we are free to conduct a trial according to the Code of Canon Law.

The reason for my request will be that the seriousness and the nature of the matter demand it. The sexual misconduct of clergy has caused great harm to the Church in the United States. Unless the Church appears to be taking these allegations seriously, we will lose the confidence of our faithful people and the Church in the United States will no longer have a credible voice.

Moreover, the nature of sexual abuse is such that those who are abused often repress the memory of these actions for many years. It has taken great courage on the part of many of them to come forward with these accusations. I can assure you that they did not make their decisions easily. Whether these actions took place, who was involved, and other such matters are things that are to be dealt with in a canonical trial. But I do not doubt for a moment the sincerity of those who have claimed to be victimized.

At the same time I submit the case to the Congregation for the Doctrine of the Faith, I will make formal what up to now has been simply an agreement between you and me. The Essential Norms for the United States require that at this time I issue a decree, in virtue of canon 1722, prohibiting you from exercising sacred ministry and directing where you are to reside.

If the Congregation for the Doctrine of the Faith dispenses from the statute of limitations and directs me to conduct a trial here in Chicago, I will then submit all the material from your case to Father Bill Woestman, the Promoter of Justice, who will the present a petition to the Metropolitan Tribunal. The petition will ask the Tribunal to decide two issues: Did you commit an act of sexual misconduct, as described in canon 1395? If the answer to that is affirmative, shall the penalty of dismissal from the clerical state be applied to you?

At this point, if you have not already engaged the services of a canonical advocate, you will be required to do so. Your advocate's job is to ensure the protection of your rights and to raise any issues with regard to the above questions.

According to the wishes of the USCCB, the judges for the trial will be chosen from a pool of judges who will be trained in Washington during the last two weeks of February. This will ensure that no Archdiocesan priest will be deciding your case.

The judges will use the information that has been gathered by the Fitness Review Board Administrator, the Vicar for Priests, the Victim Assistance Minister, and your own personnel file. They may also ask for additional information in the case, as they see fit. You or your advocate can also propose other questions to the judges that would assist them in their investigation.

After the judges have collected all the information in the case, you and your advocate will be allowed access to all of the information that the judges will be using in making their decision. You will also be allowed to comment on the information you review, and your advocate will be given an opportunity to present arguments in the case.

At the conclusion of the process, both the Promoter of Justice and you can appeal the decision of the Tribunal. The appeal can be based upon the procedures that were followed during the course of the trial or upon the merits of the decision that was handed down. According to the 2001 Norms of the Congregation for the Doctrine of the Faith, these appeals are to be directed to the Supreme Apostolic Tribunal of that Congregation.

I believe that this is the most effective way to ensure that justice is served in the Church. By using our legal system, the rights of all parties are guaranteed and decisions are made on the basis of correct jurisprudence. Regardless of the outcome, the decisions will not only be just, but they will also appear just in the eyes of our people. This will demonstrate that decisions are not made in an arbitrary manner in the Church, but are made in an orderly and well-reasoned manner.

It is for this reason that I will not make any administrative decisions about the disposition of your case. I believe the judicial process will allow you and your advocate to present arguments concerning the substance of the case and the procedures that have been followed. The

judges will then be able to render a decision on this matter which is consistent with our jurisprudence and canonical practice.

I am very much aware of the pain that you have gone through during these months. While this has been personally painful for you, I believe this time has also given our people an opportunity to look at this issue more thoroughly and realize its complexity. Some of the stridency has lessened, and people seem to be reassured that the cases will be handled in a just and equitable manner.

You have been in my prayers each day, and I ask that you continue to keep me in yours.

Fraternally yours in Christ,

Francis Cardinal George, O.M.I. Archbishop of Chicago

Kay file

21 April, 2003

Rev. Thomas Tivy Vicar for Priests 645 N. Michigan Avenue **Suite 543** Chicago, IL 60611

Dear Tom,

I hope you had a blessed Easter and will have a blessed Easter season, too.

The reason I am writing is to once again ask for permission to travel. My brother and sister-inlaw will be celebrating their 25th wedding anniversary June 17th and they have decided to celebrate it in Las Vegas! I plan to fly to Las Vegas on Saturday, June 14<sup>th,</sup> with my sister and return on Thursday, June 19<sup>th</sup>. We will be and our friend staying at the Harrah hotel.

ok by note Kurduer Ralph Street 4/24
phone little Once again, I thank you for you consideration.

Sincerely,

Jun Lon foll

/2 May, 2003

Rev. Thomas Tivy Vicar for Priests 645 N. Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom,

It was good talking to you last Friday. As per our discussion, I am writing that you gave me permission to attend the wedding of the second in the second attendance of the

I know the family from Transfiguration parish in Wauconda. Ten years ago was transferred to and it has been five or six years since we have seen each other, though we have kept in touch through the years. I am looking forward to seeing them and they are thrilled that I am coming.

When we talked on Friday I said my plans were to drive down on Friday June 6th and return on Sunday. I talked to parents on Friday night and learned that is on the opposite side of the state from (over a six hour drive). I presumed they were close to each other. suggested that I come down on Thursday and then travel with the family on Friday to with your permission, this is what I would like to do.

Once again I thank you for your consideration.

Thank you,

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

#### PRECEPT

Bishops "have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor." (Christus dominus, n.2b) However, since the pastors of the Church can never be expected to carry the burden of pastoral ministry alone (Lumen gentium, n. 30), they have been given the order of priests to cooperate in shepherding and guiding God's people. Indeed, bishops, "because of the gift of the Holy Spirit that has been given to priests at their ordination, will regard them as indispensable helpers and advisers in the ministry and in the task of teaching, sanctifying and shepherding the People of God." (Presbyterorum ordinis, n. 7)

Because of this common task, "bishops are to regard their priests as brothers and friends, and are to take the greatest interest they are capable of in their welfare, both temporal and spiritual. For on their shoulders particularly falls the burden of sanctifying their priests." (*Presbyterorum ordinis*, n. 7b)

Moreover, the *Directory on the Pastoral Ministry of Bishops* states, "In the same way as Jesus showed his love for his disciples....so also a bishop....can hardly fail to realize that he should show his greatest love and chief concern for priests....Led by a sense of duty and sincere and invincible charity he gives willing assistance in every way to help priests to esteem the loftiness of their priestly vocation, to live serenely, to spread joy to those about them and to fulfill their duties faithfully." (n. 107a)

This same document urges bishops to do "everything possible to prevent the troubles his priests could have...To keep them safe from trouble he takes prompt and prudent measures." (n. 112)

The Code of Canon Law has described precepts as a means by which ecclesiastical authority "directly and legitimately enjoins a specific person or persons to do or omit something, especially in order to urge the observance of law" (c. 49).

Therefore, I issue this precept, in accordance with c. 49, to urge **Reverend James Ray** to fulfill the obligations which were placed upon him at the time of his ordination. Because some suspicion has arisen about his fidelity to the sacred promises he made at his ordination, I urge him in particular to lead a life which is in keeping with the holiness of his vocation. Although he is not presently exercising public ministry in the Church, he ought to pursue holiness of life in the way that he lives. He is also still bound to the obligation to pray the liturgy of the hours daily, to set aside time for spiritual retreats, to engage in mental prayer, to approach the sacrament of penance frequently, to honor the Virgin Mother of God with particular veneration as Queen of Priests, and to use any other means of sanctification which he finds helpful (c. 276).

Because of the obligation to observe perfect and perpetual continence for the sake of the kingdom of heaven, Father Ray is to act with due prudence toward persons who could endanger the obligation to observe continence (c. 277§1), and to observe the particulars of the attached Individual Specific Protocol (c. 277§3) which I have established in consultation with him.

He is to avoid all those things which are unbecoming the clerical state, or those things which are foreign to the clerical state (c. 285), especially those things which are set forth in the attached Individual Specific Protocol which I have established in consultation with him.

Father Ray is hereby dispensed from his obligation to wear ecclesiastical garb (c. 284), and is strongly urged not to do so until such time as the case against him can be resolved and more permanent determinations can be made. Although not removed from office, he is nonetheless urged not to exercise the rights of any ecclesiastical office, in accordance with the Individual Specific Protocol which I have established in consultation with him.

In order to ensure that these obligations are met, I have delegated Ms. Leah McCluskey to receive information regarding Father Ray's fulfillment of this precept and his Individual Specific Protocol. She is to submit a report to me no less than quarterly regarding this matter, and may report to the Professional Fitness Review Board more frequently as needed or requested.

I am establishing this precept in a spirit of fraternal charity, mindful of my responsibility to encourage my priests to remain faithful to the obligations of the clerical state. Because the attached Individual Specific Protocol has been established in dialog between **Father Ray** and the Vicar for Priests, I accept the provisions of this document, and urge **Father Ray** to fulfil them in accordance with the obedience he is to show to me as his ordinary (c. 273), and which he promised at his ordination.

Given in Chicago, Illinois on the 23rd day of May, 2003.

Francis Cardinal George, O.M.I.

Archbishop of Chicago



Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

#### RECEIVED

MAY 29 2003

DECREE

ARCHIOCESE OF CHICAGO PROFESSIONAL FITNESS REVIEW

Having received the recommendation of the Archdiocesan Professional Fitness Review Board that there is "reasonable cause to suspect" that **Reverend James Ray** engaged in sexual misconduct with a minor, I have concluded that this constitutes information which "at least seems to be true" (c. 1717).

Therefore, in accordance with the aforementioned canon, I decree that an inquiry be done into the facts and circumstances of this accusation, as well as its imputability to **Father Ray**.

Since my other duties prevent me from conducting this investigation personally, I hereby appoint Ms. Leah McCluskey to act as the investigator in this matter. In carrying out these duties, Ms. McCluskey will have all of the authority of an auditor, in accordance with cc. 1428 and 1717. She is to collect any additional proofs she deems necessary in accordance with the norm of law as they relate to the present allegation. She is delegated to take testimony from the accused and from any witnesses (cc. 1530 - 1538 and 1547 - 1573), to obtain any necessary documents (cc. 1540 - 1546), to enlist the services of any experts deemed necessary (cc. 1574 - 1581), and to have access to places or things which she deems necessary for her investigation.

In conducting her investigation, Ms. McCluskey is to take care that such an investigation does nothing to harm **Father Ray's** name or to violate his right to protect his privacy. Nor may he be asked to do anything which violates his conscience or is morally unacceptable according to the Church's moral teachings.

After she has concluded her investigation, Ms. McCluskey is to make a written report to me, no later than thirty days from the date of this appointment. This report is to address the facts, circumstances, and imputability concerning the alleged offense.

Given on 23 May, 2003 at Chicago, Illinois.

they Carlie fear

Francis Cardinal George, O.M.I.

Archbishop of Chicago

**Ecclesiastical Notary** 

Office of the Archbishop





May 23, 2003

RECEIVED

MAY 29 2003

ARCHIOCESE OF CHICAGO
PROFESSIONAL FITNESS REVIEW

Ms. Leah McCluskey Professional Fitness Review Administrator 676 North St. Clair Chicago, IL 60611

Dear Ms. McCluskey:

Accompanying this letter is a decree which appoints you as the investigator into an allegation of sexual misconduct with a minor that was made against **Rev. James Ray**. The terms of this investigation are spelled out in the decree.

At the same time, I am designating you as the person who is to supervise the "monitoring protocol" which has been established for Father Ray. I ask that you report to me on a regular basis, but no less than quarterly, on Father Ray's compliance with this protocol. You may also wish to report more frequently to the Professional Fitness Review Board so that they can make further recommendations to me on this matter.

In order to ensure confidentiality in this matter, I ask that you perform this task personally and not designate anyone else for this purpose. Should there be periods of time when you will not be able to perform this task personally, please refer the matter to the Vicar for Priests.

Thank you for agreeing to take on these additional tasks.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Ecclesiastical Notary

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

May 27, 2003

Rev. James Ray Cardinal Stritch Retreat House P.O. Box 455 Mundelein, IL 60060

Dear Jim:

I am again writing to you to give you an update as to what is happening concerning the allegations of sexual misconduct with a minor which have been made against you. I am extremely grateful to you for your patience in this matter. As you know, the Dallas Charter required me to act quickly in cases involving allegations of clerical sexual misconduct with a minor to ensure that no priest with a credible accusation was engaged in public ministry. However, because the accompanying Norms had not been approved by the Holy See, I have not been able to act as quickly as I would have liked in getting your case resolved.

With the Norms having gone into effect on March 1, 2003, along with further instructions which came from the Holy See in February, we are now in a position to begin referring our cases to the Congregation for the Doctrine of the Faith. Before I make such a referral, I will gather any additional information that seems necessary and review the matter once again. I will then send your advocate a copy of the letter I will be sending to the Holy See, and allow him or her the opportunity to offer an opinion as well. I anticipate this being done by the middle of July.

To that end, I have delegated Ms. Leah McCluskey to review each of the cases to see if more information needs to be gathered. I have asked her to report back to me within one month so that I can make a determination about referring the case to the Congregation for the Doctrine of the Faith. According to the recommendation of the Canonical Affairs Committee of the United States Conference of Catholic Bishops, if the Congregation for the Doctrine of the Faith directs me to begin a penal trial, the judges to be used will not be priests serving in the Archdiocese of Chicago. They will be chosen from a list of priests who have been trained to hear cases of clerical sexual misconduct.

In referring your case to the Congregation for the Doctrine of the Faith, I will also consult with the Promoter of Justice and issue a decree which formalizes those things which I asked you to do for the good of the Church and under your promise of obedience to me. The imposition of this decree is required by Norm 6 of the Essential Norms established by the United States Conference of Catholic Bishops.

I have also designated Ms. McCluskey as the person to ensure that the "monitoring protocol" which you signed is being followed. She will report to me and to the Professional Fitness Review Board concerning your compliance with this protocol. I have asked that she perform this function personally, with the Vicar for Priests doing so in her absence. This will ensure the confidentiality and professionalism of this monitoring.

The protocols which you sign from time to time are not to be considered as penalties imposed on you. Instead, they are ways in which I exercise my responsibility to ensure that you fulfill the obligations which you received when you were ordained. I am establishing these protocols as individual precepts, which canon 49 describes as "a decree which directly and legitimately enjoins [you] to do or omit something, especially in order to urge the observance of law." You will receive a copy of my precept at the same time you receive a copy of your protocol.

I hope this clarifies the process somewhat for you. I am grateful that we can finally begin a process for the resolution of your case. I know this has been a very difficult period of time for you in your priesthood. You have always been in my prayers during this time. I ask that you continue to keep me in yours.

Sincerely yours in Christ,

Luci Call Semp

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

July 2, 2003

Fr. James Ray PO Box 455 Mundelein, Illinois 60060 of an original document from the files of PROFESSIONAL FITNESS REVIEW ARCHDIOCESE OF CHICAGO

This is a red ink stamp!
DO NOT COPY

Dear Fr. Ray,

Enclosed you will find documentation regarding the newly revised Monitoring Protocols. Fr. Thomas Tivy will be contacting you in the near future to schedule a meeting so that the three of us may discuss and review the enclosed information. Fr. Daniel Smilanic, Promoter of Justice and Delegate to the Cardinal, will also be present at the meeting to address any canonical questions.

I have also enclosed a copy of the most recent policies and procedures, 1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry. A newly revised copy of the policies and procedures are to be effective on July 15, 2003 and as a result, are not yet available.

Please feel free to contact me with any questions or concerns:

Leah McCluskey
Office of Professional Responsibility
676 N. St. Clair, Suite 1910
Chicago, Illinois 60611
312 751-5205, office
312 751-5279, fax
Imccluskey@arhcchicago.org

Sincerely,

Leah McCluskey

Professional Responsibility Administrator

Enclosures

Cc:

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests

2 July, 2003

Rev. Thomas Tivy Vicar for Priests 645 N. Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom,

I am writing to you as per our conversation yesterday afternoon asking permission to go to the Ozarks in July and to my brother's in Oregon in August.

I will be driving to the Ozarks with former parishoners from St. Peter Damian in Bartlett. We will be staying with Damian. We will leave on Sunday, July 13th, and return on Friday, July 18th.

I do not yet know the dates I will be going to my brother's. But it will be sometime in the latter part of August. I will let you know when my plans are definite.

I again thank you for you consideration.

Thank you,

lames M/ Ray

COPY

Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, IL 60611



(312)751-5205 1-800-994-6200 Fax (312)751-5279

July 11, 2003

Francis Cardinal George, O.M.I. Archbishop of Chicago 155 E. Superior Street Chicago, Illinois 60611

Dear Cardinal George,

As the Auditor whom you appointed in accord with Canon 1717 to conduct a Preliminary Investigation into the allegations of sexual abuse of minors that have been made against the Rev. James Ray, a priest of the Archdiocese of Chicago, I would like to inform you that the investigation has been completed.

As required by Canon 1718, a sufficient amount of material is now present for you to make a determination. I have examined the files of the investigations of the allegations of sexual misconduct with minors by Fr. Ray, and I have found them to be complete.

There is at least one allegation that was submitted to the Archdiocesan Professional Responsibility Review Board in which the Board recommended to you that there is reasonable cause to suspect that the alleged misconduct did occur. Given the material gathered as the Board's instruction of the case, it is now necessary for you to determine if the elements meet the required standard of proof. The Board reported their finding to you after having discussed the evidence and the arguments in two formal sessions. As part of the procedure followed by the Board, Fr. Ray was read the allegations made against him and provided a response. With reference to his involvement in the instruction of the case, Fr. Ray had the advice of legal counsel.

I now submit this matter to your Eminence for a determination. It is my recommendation that the allegation of sexual misconduct with a minor against the Rev. James Ray has the semblance of truth (notitiam saltem verisimilem) as required by Canon 1717 and Article 13 of the Procedural Norms de gravioribus delicitis, and consequently the case should be sent to the Congregation for the Doctrine of the Faith.

There is at least one allegation of sexual misconduct against Fr. Ray. The Professional Responsibility Review Board has been presented all allegations against Fr. Ray, and has reported to you the finding that the allegations provide reasonable cause to suspect that the alleged incidents of misconduct did occur. It is my recommendation that the aforementioned allegations have the semblance of truth (notitiam saltem verisimilem) as

required by Canon Law. As a result, there is no additional information that needs to be gathered at this time regarding the allegations made against Fr. Ray.

If you have any questions or concerns, please contact me at 312 751-5205.

Sincerely.

Leah McCluskey

Professional Responsibility Administrator

Cc: Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests

Office of Legal Services

John C. O'Malley Director



Post Office Box 1979 Chicago, Illinois 60690-1979

> Tel: (312) 751-5379 Fax: (312) 751-5252

e-mail: jomalley@archdiocese-chgo.org

July 11, 2003

RECEIVED

JUL 1 4 2003

ARCHIOCESE OF CHICAGO
PROFESSIONAL FITNESS REVIEW

PERSONAL AND CONFIDENTIAL

Mr. George D. Strickland
Assistant State's Attorney
Chief Criminal Division Office of the
Lake County State's Attorney
18 North County Street
Waukegan, Illinois 60085

RE:

Date of Birth: (approximately)
Date of alleged abuse: 1974 or 1975

Dear Mr.Strickland:

The Office of Legal Services of the Archdiocese of Chicago recently has learned of an allegation received by the Archdiocese on November 20, 1991 from currently years old, that he was the victim of alleged sexual misconduct in 1974 or 1975 by Fr. James Ray. Fr. Ray was an archdiocesan priest who was assigned to St. Anastasia Parish in Waukegan at the time of the incident. The alleged abuse took place in Lake County Illinois. A copy of a memorandum reflecting the allegation is enclosed.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

John C. O'Malley

Director of Legal Services

m C Omell

JCOM:sm

Enclosure

cc:

Mr. James A. Serritella

Ms. Leah Mc Cluskey

SC:03SC067\Notification to Lake Co State's Attorney Office

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

14 July, 2003

Ms. Leah McCluskey Office for Professional Responsibility 676 North St. Clair St. Chicago, IL 60611

Dear Ms. McCluskey:

I received the report from your investigation of the matter of sexual misconduct with a minor on the part of Reverend James Ray.

I accept your findings and have determined that there is a semblance of truth to the allegation that **Father Ray** engaged in acts of sexual misconduct with a minor.

Therefore, by means of this letter, I am bringing the Preliminary Investigation of this matter to a close. Based upon the information you have provided, I have concluded that this case must be referred to the Congregation for the Doctrine of the Faith, in accordance with Part II, Article 13 the motu proprio Sacramentorum sanctitatis tutela.

Thank you for your diligent work, Ms. McCluskey. I appreciate the professional way in which you have handled these matters.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

AGE OF

**Ecclesiastical Notary** 

cc: Revs. Kaczorowski and Smilanic, Ms. Leah McCluskey, Mr. Jimmy Lago, Mr. John C. O'Malley

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

15 July, 2003

Rev. James Ray Cardinal Stritch Retreat House P.O. Box 455 Mundelein, IL 60060



Dear Jim:

I am writing to let you know that I have received the report from Ms. Leah McCluskey regarding the inquiry she conducted concerning the allegations of sexual misconduct that were made against you.

Taking into account the material already presented to the review board, she has looked into the matter further. I have concluded from her report that there is enough evidence to indicate that I need to refer your case to the Congregation for the Doctrine of the Faith and ask for their permission to conduct a trial to determine whether you committed the delict of sexual abuse of a minor; and, if so, what penalty ought to be imposed on you.

I will make this referral by the end of the month. It is impossible to say when the Congregation for the Doctrine of the Faith will respond to my request.

If I am given permission to conduct a trial in the Archdiocese, I will ask the United States Conference of Catholic Bishops to provide me with three judges. I will also present all the material in the case to the Promoter of Justice, and ask that he draw up a formal petition. A trial will then be conducted according to the norm of law. You will be informed throughout the proceedings of how you might exercise your rights. If you have not appointed an advocate, one will be appointed for you.

Since you are already observing the restrictions on your ministry as I requesetd, I do not see any need to impose any formal penal restrictions on you, as called for by canon 1722. In a previous letter to you, I indicated that I would issue this decree once I sent the case to the Holy See. In light of your cooperation, however, I have decided it is not necessary to take any further steps at this time.

As you know, the Dallas Charter and subsequent Norms state that if even a single act of sexual misconduct with a minor is proven, you must be removed permanently from ministry. Even if the offense does not warrant dismissal from the clerical state, the laws approved by the Holy See for the United States would not allow me to assign you to any public ministry, to celebrate the sacraments publicly, or to present yourself in public as a priest. Instead, you would be expected to lead a life of prayer and penance under my direction.

**AOC 019229** 

On the other hand, if the allegations against you are not proven, I will do everything I can to restore your reputation. I realize how difficult this might be, given the publicity that has already been given to this matter. Since I also realize you may have some feelings about this matter, I will consult with you before anything is done in this regard.

I am again appreciative of the cooperation you have given me in this matter. I will keep you in my prayers, and ask that you keep me in yours.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Office of the Metropolitan Tribunal Rev. Patrick R. Lagges, J.C.D Phone: (312) 751-8384 e-mail: plagges@archchicago.org



155 E. Superior St. Chicago, Illinois 60611

Fax: (312) 751-8314

#### MEMORANDUM

TO:

Ms. Leah McCluskey

cc:

Bishop Goedert

Father Kaczorowski Father Smilanic

Mr. Jimmy Lago Mr. John O'Malley

FROM:

Father Lagges flu

RE:

Precepts: An Oversight

DATE:

18 July, 2003

RECEIVED

JUL 2 1 2003

ARCHIOCESE OF CHICAGO Professional fitness review

Enclosed are copies of precepts that should have accompanied the copies of letters from the Cardinal delegating you to receive information concerning the monitoring of priests accused of sexual misconduct.

I'm sorry that I didn't send these on until now. The precept simply spells out the canonical rationale, and doesn't alter anything from the previous letter.

I am not sending copies to the accused, since we don't usually send procedural decrees to people. The 27 May letter explained the gist of what is in the precept.

Sorry.

#### **Appointment of Procurator and Advocate**

I, the Reverend James Ray, with this document hereby authorize and appoint the Reverend Michael P. Joyce, CM, J.C.D. to act as my procurator and advocate and give him my mandate in accord with canons 1481-1489 and 1725. By this mandate, I authorize the aforesaid Procurator and Advocate to act on my behalf before my local ordinary and any ecclesiastical tribunal. He enjoys all the privileges and rights accorded him in canon law including those actions requiring a special mandate.

He serves with the agreed upon remuneration. I reserve the right to revoke this mandate with due notice to the Reverend Michael P. Joyce, CM.

Rev. James Re

Rev. Michael P. Joyce, CM, J.C.D.

Mundelein, Illinois July 24, 2003



31 July, 2003

Rev. Thomas Tivy Vicar for Priests 645 N. Michigan Avenue Suite 543 Chicago, IL 60611

Dear Tom.

Here is a copy of the form that Michael Joyce sent me. I sent a copy to Pat Lagges. Is there anything I should be doing now? Or that Mike Joyce should be doing now?

Also, I will be leaving the evening of Friday August 22 to visit my brother OR. I will be returning on Wednesday September 3<sup>rd</sup>.

I hope you are doing well. Take care.

Thanks,

Office of the Metropolitan Tribunal Rev. Patrick R. Lagges, J.C.D Phone: (312) 751-8384 e-mail: plagges@archchicago.org



155 E. Superior St. Chicago, Illinois 60611

Fax: (312) 751-8314

#### MEMORANDUM

TO:

Bishop Goedert
Father Smilanic
Father Kaczorowski
Ms. Leah McCluskey
Mr. Ralph Bonaccorsi
Mr. Jimmy Lago
Mr. John O'Malley

FROM:

Father Lagges PW

RE:

Referral of case to Rome

DATE:

1 August, 2003

This is to inform you that on 31 July, 2003 Cardinal George has forwarded the case of Reverend James Ray to the Congregation for the Doctrine of the Faith, asking for permission to conduct a penal trial in the Archdiocese of Chicago.

It is impossible to estimate when we will receive a response from the Holy See. Given the large number of cases that are being sent there from the United States, it will probably be at least several months before we hear anything.

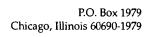
If a penal trial is permitted, all the material in the case will be handed over the Promoter of Justice (Rev. William H. Woestman, O.M.I.), who will then petition the tribunal to hear the case. The judges assigned to the tribunal will be from outside the Archdiocese of Chicago. They will follow the normal judicial process specified in Book VII of the Code of Canon Law. (These are the same processes that are followed in marriage nullity cases.)

The Archdiocese will be the petitioner in the case; the accused priest the Respondent. The two questions before the court will be: (1) Has the priest committed an act of sexual misconduct with a minor? (2) If so, in accordance with the Dallas Charter and Norms, shall he be dismissed from the clerical state?

If you have any further questions, please feel free to contact me.

ζ,

Office of Professional Responsibility



(312) 751-5205 Fax: (312) 751-5279

#### MEMORANDUM

TO:

Ralph Bonaccorsi, Assistance Ministry

Rev. James Kaczorowski, Vicar for Priests

Jimmy Lago, Chancellor

Leah McCluskey, Office of Professional Responsibility

John O'Malley, Legal Services

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests

FROM:

Laura Neri-Palomino, Administrative Assistant

Office of Professional Responsibility

DATE:

August 14, 2003

RE:

[PFR-36] Ray, James/

Attached is a copy of a new allegation received by this office on 7/14/93. We are opening a file and Leah McCluskey, Professional Responsibility Review Administrator will begin the Review Process by attempting to arrange an interview with advise this office of any information you may have in your files regarding Ray, James

It is extremely important that you forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Thank you.

Attachment

cc: Most Rev. Raymond E. Goedert

Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

September 16, 2003

Rev. James Ray P.O. Box 455 Mundelein, IL 60060-0455

Dear Fr. Ray,

Enclosed you will find documentation regarding the monitoring protocols.

The monitoring protocols have been changed somewhat. This was done principally in order to put into a standard written form, arrangements that had been made orally and/or on an individual basis. It was felt that by committing as much as possible to a written form, misunderstandings could be reduced and communication would be facilitated. These changes reflect the feedback provided by all those involved in the monitoring program, including those who are subject to it. The enclosed forms contain the adjustments made to the monitoring forms that were provided to you in July of 2003. All those involved in monitoring will be receiving a copy of the new forms.

All of the information enclosed as well as a copy of this letter and a copy of the policies and procedures, 1100 Sexual Abuse of Minors: Policies for Education, Prevention, Assistance to Victims and Procedures for Determination of Fitness for Ministry promulgated on July 15, 2003 has been forwarded to your canonical advocate, Rev. Michael P. Joyce, CM, JCD.

As you agreed orally to comply with the earlier form of the monitoring protocols, I ask that you indicate to me your oral agreement to these.

In designing a form that addresses so many different, complex situations, one or another points may be unclear. If you have any question or concerns, please contact me at [312] 751-5205.

Sincerely

Lean McCluskey

Professional Responsibility Administrator

Cc:

Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests

Wilmila

Rev. Michael P. Joyce, C.M., J.C.D., Canonical Advocate

**Enclosures** 

#### Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, IL 60611 (312) 751-5205

#### INDIVIDUAL SPECIFIC PROTOCOL For

James Ray

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors and the integrity of the Church. Additionally, the ISP serves as a safeguard for the individual priest/deacon with regard to the possibility of subsequent allegations. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrato (PRA), please refer to protocol number 15.
This ISP for is as follows (PRA to initial all that apply):
Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.
2.
3.
4. The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is to intended to provide an accurate record of
the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested. The monitor will return the log forms at the end of each month to PRA.
5. (W) Abide by the restriction of residence to <u>Cavamal Stritch Retreat</u> House

6.	No inappropriate use of computers, software, Internet catechnology. The standards articulated in the <i>Policies and Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> will	Procedures of the Archdiocese of	
7.	Must complete and submit the "Travel/Vacation Agree departure.	ement" to PRA prior to a scheduled	
8.	Attendance at a recommended support groupindicate specific support group). Recommended frequency of circle one). Attendance at a recommended support group is to forms.	(please times per week/month (please be reflected on "Clergy Daily Log"	
9.	No ministerial participation in the public celebratic Sacrament or Sacramental without the prior, written permission	on of the Eucharist or any other on of the Vicar for Priests.	
10.	Refrain from wearing any garb that would give the priest/deacon who has canonical faculties and is currently a 'clerical shirt').	appearance of, or seem to infer, a ssigned to some ministry (e.g., the	
11.	The right of defense must not involve the public life of the	he Church.	
12.	On-site visits by PRA annually to include meeting with I	PRA and the cleric.	
13.	On-site visits by Vicar for Priests (VP) annually to include	de a meeting with VP and the cleric.	
14.	This ISP is to be reviewed annually with PRA, VP, and t	the cleric.	
15.	Because the private celebration of the Eucharist is possible, du the Masses celebrated is to be for the intention of the priests of	aring the course of each week one of the Archdiocese of Chicago.	
16.	Any change or alteration to this agreement will involve const the PRA, and the VP. The cleric, his monitor, the PRA, or the change or alteration, and at the discretion of any of the parties may be involved.	ne VP can initiate the discussion for	
l have	reviewed, understand, and agree to all of these individual speci-	fic Protocols.	
Signed	l:	Date:	
Printed	i Name:		
Signatı	ure of PRA: Hall McClwolcy	Date: 9/17/03	
Signatı	ure of VP: Thomas Tivy	Date: 9/17/03	
A copy of this Protocol will be kept on file in the Office of Professional Responsibility and on file in the Office of the Vicar for Priests.			

AOC 019238



Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

File - PFR-36

From:

Leah McCluskey, Professional Responsibility Administrator



Re:

Ray, James

Date:

Cc:

September 25, 2003

PRA received a phone call on September 24, 2003 from Fr. James Ray regarding monitoring protocols he recently received via mail. Fr. Ray provided PRA with his verbal agreement to comply with the revised monitoring protocols. He was advised by PRA to speak with his canonical advocate, Rev. Michael P. Joyce, CM, JCD, regarding the protocols prior to Fr. Ray's decision to provide PRA with a signed Individual Specific Protocol.

Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests

A

### TRAVEL/VACATION NOTIFICATION



Jim Kay [name of cleric] has informed this office that he will be traveling to
Jim Kay [name of cleric] has informed this office that he will be traveling to  Thuin Lake, ht FRED PESEK'S Home [destination address and contact phone name] from
[usparture date] through 11-7-03 [return date]
[name of cleric] will be monitored by
FREREN PESEK [name of travel monitor]. FR FRED PESE Finame of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by Jim [rame of cleric] must be in the
presence of FR 1-RED PESE name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
2. FR FRED PLSEIC [name of travel monitor] may be asked to attest to the
activities and whereabouts of Jim [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
PRA Signature: Date: 4November 2003  PRA Signature: Date: 11403
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

**AOC 019240** 

Office of Professional Responsibility



P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

File - PFR-36

From:

Leah McCluskey, Professional Responsibility Administrator

Re:

Ray, Rev. James [Withdrawn]

Date:

November 13, 2003

PRA spoke with Rev. Anthony Talarico via phone on November 12, 2003 regarding Rev. James Ray's Daily Log forms completed for the month of October 2003. PRA informed Fr. Talarico that Fr. Ray sent the Daily Log forms without his [Fr. Talarico's] initials. When asked by PRA, Fr. Talarico agreed that Fr. Ray was compliant with monitoring protocols for the month of October 2003. Fr. Talarico informed PRA that he would speak with Fr. Ray regarding his need to sign off on all of Fr. Ray's Daily Log forms.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Rev. Thomas Tivy, Vicar for Priests



15 December, 2003

I am faxing 6 pages including this page.

Dear Leah,

ARCHDIOCESE OF CHICAGO DFFICE OF PROFESSIONAL RESPONSIBILITY

I want to share with you my over night and travel plans for the near future.
I will spend Christmas Eve night at my friend home in Bartlett,
Decreber 31 <sup>st</sup> I will either spend the night at my friends in Bartlett or the night at Harrah's in East Chicago, IN with my friend know as soon as I know what my plans are.
January 2-9 I will be going on my annual ski trip to Boyne Mountain Michigan. I will be there with my friends
January 18-23 I will be in Las Vegas. I will be attending a meeting with Bishop Conway January 18-21. If the Bishop should not be able to make it because of his health problems, I will also be there with Fr.  21 & 22 I will spend at my friends  and fly home on the 23 <sup>rd</sup> .
Then February 27 <sup>th</sup> I am flying out to Reno, NV with my friend to meet up with my brother and sister-in-law for the weekend, returning March 1 <sup>st</sup> .
Have a Blessed Christmas!  Jun Roy  Jim Ray

for Pricsts' Office.

## of an original document from the ESEIVED TRAVEL/VACATION FICE OF PROFESSIONAL RESPONSIBILITY 1 5 2003

ARCHDIOCESE OF CHICAGO  TIM Ray [name of cleric] has informed this office that he will be than a fine that a fine than a fine that		
Bartlett, II [destination address and contact phone number] from		
[departure date] through 12-25-03 [return date].  Tim Ray [name of cleric] will be monitored by		
[name of travel monitor].		
travel monitor] has accepted the responsibility of verifying the location and activities of		
[name of cleric] during the aforementioned time frame.		
[see attached correspondence]		
1. Contacts with minors by [name of cleric] must be in the		
presence of [name of travel monitor]. Inappropriate situations		
and locations incompatible with a priestly lifestyle are to be avoided.		
2. [name of travel monitor] may be asked to attest to the		
activities and whereabouts of [cleric name] over		
[aforementioned time frame].		
3. As previously noted, the date of return to's [cleric name]		
residence has been scheduled for 12-25-03 [aforementioned return date].		
However, due to weather conditions or emergencies that may arise, the date may be		
changed. In the event of such a circumstance, should the original plans be		
substantially changed, please contact PRA at [312] 751-5205.		
Cleric Signature: phines MRong Date: 15 December, 2003		
PRA Signature: Date: 15 December, 2003  PRA Signature: Date: 12 15 03		
A copy of this document will be provided to the cloric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar		

for Priests' Office.

## COPYRECEIVED

TRAVEL/VACATION NOTIFICATION document from the files of

OFFICE OF PROFESSIONAL RESPONSIBILITY  ARCHOIOCESE OF CHICAGO  Iname of cleric] has informed this office the the will be to the cleric and the stamp.  This is a red into stamp.
130 Ynr Myn Tain MI destination address and contact phone number I from
1-2-04 [departure date] through 1-9-04 [return date].  Tim [name of cleric] will be monitored by
[name of travel monitor][name of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
2. [name of travel monitor] may be asked to attest to the
activities and whereabouts of [cleric name] over
[aforementioned time frame]
3. As previously noted, the date of return to
residence has been scheduled for 1-9-03 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: All Mallow Date: 15 December 2003  PRA Signature: Date: 12/15/03
PRA Signature: Hallwhy Date: 12/15/03
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file

in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

for Priests' Office.

RECEIVED

TRAVEL/VACATION NOTIFICATION of an original document from the files of Alex 15 Park Resort

[destination address and connect phone number from /-/8-04 [departure date] through /-21-04 [return date] I name of cleric] will be monitored by Bishop Conway [name of travel monitor]. Bishop Conway [name of travel monitor] has accepted the responsibility of verifying the location and activities of Jim [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by IIm [name of cleric] must be in the presence of Bishop Conwa Iname of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. 2.  $\beta istopCo > \omega \Delta y$  [name of travel monitor] may be asked to attest to the activities and whereabouts of J, m [cleric name] over [aforementioned time frame]. residence has been scheduled for \_\_\_\_/-23-04\_ [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205. Cleric Signature: Hames M Kon Malus Date: 12/15/03 PRA Signature: A copy of this document will be provided to the clerke. The original will be placed in the cleric's file

in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

# TRAVEL/VACATION NOTIFICATION PROFESSIONAL RESPONSIBILITY

Iname of cleric] has informed this office that he will be travely the constraint of
Las Vegas [destination address and contact phone number] from
1-21-04 [departure date] through 1-23-04 [return date].
[name of cleric] will be monitored by
[name of travel monitor][name of
travel monitor] has accepted the responsibility of verifying the location and activities of
I'm Ray [name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
_ [name of travel monitor] may be asked to attest to the
activities and whereabouts of <u>III</u> [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to
residence has been scheduled for $1-33-04$ [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: Alms Mkay Date: 15 December, 2003
PRA Signature: Hall McClubly Date: 12/15/03
( \( \frac{1}{2} \) \( \frac{1} \) \( \frac{1} \) \( \frac{1}{2} \) \( \frac{1}{2} \

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

for Priests' Office.

## TRAVEL/VACATION NOTIFICATION Dec. 15 2005 12 01PM P6 OFFICE OF PROFESSIONAL RESPONSIBILITY

TimRay [name of cleric] has informed this office that he will be the the mean speak responsibility  Harrah's DO NOT COPY  [destination address and contact phone number] from
Reno Nil [destination address and contact phone number] from
2-27-04 [departure date] through 3-1-04 [return date].
Jim [name of cleric] will be monitored by
[name of travel monitor] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by II m [name of cleric] must be in the
1. Contacts with minors by [name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
2. [name of travel monitor] may be asked to attest to the
activities and whereabouts of [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to
residence has been scheduled for $3-1-04$ [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: James M Roy Date: 15 December, 2023
Cleric Signature: Hand Mon Date: 15 December, 2023  PRA Signature: Hand Mille Date: 12/15/03
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

## TRAVEL/VACATION NOTIFICATION

DEC 2 3 2003

Iname of cleric] has informed this office that he will be asset to
Tim Ray [name of cleric] has informed this office that he will be traveling to  Harval's East Chray [destination address and contact phone number] from
12-31-03 [departure date] through   1-1-04 [return date].
[name of cleric] will be monitored by
name of travel monitor][name of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
2. [name of travel monitor] may be asked to attest to the
activities and whereabouts of J) w [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for /-/-04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205
Cleric Signature: Many Date: 12-26-03
PRA Signature: # Date: 12/30/03
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar



## Office of Professional Responsibility

## **PFR-36 - James Ray**

July 1, 2003 to December 31, 2003  Monthly Schedule			
	Event (Therapy, Spriritual Direction, Vacation , etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include nâmes)	
May 6, 13, 20, 27, 2003			
March 4, 18, 2003; April 15, 2003 & May 3, 2003			
June 3, 10, 23, 2003			
July 1, 8, 15, 29, 2003			
August 5, 2003			
August 5, 19, 26, 2003			
November 5-7, 2003	Twin Lake, WI	Fr. Fred Pesek (Traveling Monitor)	
December 31, 2003	Bartlett, IL	(Traveling Monitor)	

## TRAVEL/VACATION NOTIFICATION OPY

JAN 2 9 2004

ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY [name of cleric] has informed this office that he will be traveling to [destination address and contact phone number] from [departure date] through 2-2-04 [return date]. Jim Ray [name of cleric] will be monitored by [name of travel monitor]. travel monitor] has accepted the responsibility of verifying the location and activities of [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by \_\_\_\_\_\_ [name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. 2. [name of travel monitor] may be asked to attest to the activities and whereabouts of \_\_\_\_\_\_ [cleric name] over [aforementioned time frame]. 3. As previously noted, the date of return to \_\_\_\_\_\_\_'s [cleric name] residence has been scheduled for 2-2-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205 Cleric Signature: PRA Signature: A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar



Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

File - PFR-36

From:

Leah McCluskey, Professional Responsibility Administrator

Re:

Ray, Rev. James

Date:

January 30, 2004

PRA received a message from Rev. James Ray on Saturday, January 24, 2004 at 10:45pm. He stated that he had just returned from his trip to Las Vegas and as a result of the combination of the weather and his fatigue, he was staying at his friends' home in Bartlett, Illinois. PRA could not make out the name of the friends with whom he was staying, but did leave their home phone number Fr. Ray also left his cellular phone number as a contact

Cc: Rev. Thomas Tivy, Vicar for Priests



Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

February 2, 2004

Rev. James Ray Post Office Box 455 Mundelein, IL 60060-0455

Dear Fr. Ray,

I hope all is well and I regret that we were unable to meet on Monday when Rev. James T. Kaczorowski and I were at the retreat house.

As you may know, Fr. Kaczorowski and I met with several of the men on January 26, 2004 who are to be adhering to the monitoring protocols. In the absence of a face to face meeting, I asked your on-site monitor, Rev. Anthony Talarico to ensure that you received an envelope with copies of the current Individual Specific Monitoring Protocols, a Daily Log form, as well as a Travel/Vacation Agreement form. These forms have been adjusted with the assistance of Rev. Daniel A. Smilanic, Promoter of Justice as a result of the feedback that many of you have provided to me in the past.

Cardinal George has agreed with the Review Board's recommendation that you review and sign the Individual Specific Protocol and return it to me no later than March 31, 2004.

If you have any questions, please feel free to contact me at [312] 751-5205. Rev. Thomas Tivy may also be reached at [312] 642-1837.

Sincerely,

Leah McCluskey

Professional Responsibility Administrator

Cc Rev. Thomas Tivy, Vicar for Priests

#### RECEIVED

## **COPY**

of an original document from the files of OFFICE OF PROFESSIONAL

TRAVEL/VACATION NOTIFICATION FEB 2 3 2004

OF PROFESSIONAL RESPO	ONSIBILITY ARCHDIOCESE OF CHICAGO ARCHDIOCE
This is a red ink stamp	Iname of cleric] has informed this officerable theory state of the content of the
2	-24-04 [departure date] through 2-25-05 [return date].
	[name of cleric] will be monitored by
	FREES [name of travel monitor]. FR FRED [name of
trave	el monitor] has accepted the responsibility of verifying the location and activities of
المساور السادر المساور السادر	Jim [name of cleric] during the aforementioned time frame.
	[see attached correspondence]
1.	Contacts with minors by JI w [name of cleric] must be in the
1	presence of FR FREY [name of travel monitor]. Inappropriate situations
i	and locations incompatible with a priestly lifestyle are to be avoided.
2	FK FRED [name of travel monitor] may be asked to attest to the
1	activities and whereabouts of [cleric name] over
	[aforementioned time frame].
	As previously noted, the date of return to
,	residence has been scheduled for 2-35-05 [aforementioned return date].
	However, due to weather conditions or emergencies that may arise, the date may be
	changed. In the event of such a circumstance, should the original plans be
	substantially changed, please contact PRA at [312] 751-5205.
Cle	ric Signature: Date: 2-23-69
PR	A Signature: Au Mulle Date: 2/24/04
in th	opy of this document will be provided to the cleric. The original will be placed in the cleric's file he Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar Priests' Office.
~	Priests' Office. D'don't know the address. Fred lives in a house access the Street from St. alphoneus.



VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

February 26, 2004

Dear Brother Priests,

Attached is a copy of the letter which the Cardinal sent to all priests in the Archdiocese. This is being sent to you to keep you informed about the communication that is being sent at this time. If you have questions, please feel free to contact Leah McCluskey, Tom Tivy or myself.

Be assured of my prayers and support for you. The beginning of the season of Lent reminds us of the One who sustains us through the difficult times of our lives. May this Jesus be with each of you, now and always.

God bless you.

Sincerely, in Christ,

Rev. Jim T. Kaczorowski Vicar for Priests

Cc: Leah McCluskey Rev. Thomas A. Tivy

Office of the Archbishop



February 26, 2004

#### Dear Brothers in Christ:

First, thanks to all of you who shared with your parishioners a copy of my February 15 letter concerning the John Jay study in advance of that report's official release tomorrow. You will remember that there are actually two reports to be released tomorrow, both commissioned by the Bishops. The John Jay social science study will contain national statistics regarding both those abused and accused, as well as dollar amounts spent to respond to the crisis. The National Review Board report will provide a context for the John Jay data.

We have been asked to wait until the reports are officially released tomorrow to offer comment on them, when real figures and perspective become public. I am told that both reports will be available to be viewed by 10 a.m. Friday on the U.S. Conference of Catholic Bishops website (<a href="www.usccb.org">www.usccb.org</a>, linked to our website at <a href="www.archchicago.org">www.archchicago.org</a>). I will meet with media tomorrow to respond to the reports in their entirety and at that time offer our own up-to-date figures for the Archdiocese of Chicago about allegations made against clergy because of sexual abuse of children and youth since 1950.

I am including in this fax an advance copy of a letter and attachment I would like you to share with your parishioners this weekend about the reports. (A clean copy of this letter will be available to you to download on Friday morning from the archdiocesan website, www.archchicago.org, in English, Spanish, and Polish.) We will share this same letter with news media at tomorrow's news conference.

We will also be initiating a new service to access information for the protection of minors and to assist those who may have been sexually abused by a priest. The service will allow self-identified individuals, upon request, to receive appropriate information, already made public in another forum, regarding whether there has been reason to suspect that a past or present priest of the Archdiocese of Chicago may have abused a minor. All those inquiring will receive a written response. For inquiries on 98% of archdiocesan priests, the information provided will simply include an ordination date and a description of a current assignment. It is likely that we will be asked to describe this service at the news conference.

I was grateful to learn that some parishes are planning prayer services to coincide with the release of the John Jay report, because surely the issues raised by it are matters to be brought to prayer. I understand, too, that other parishes are planning discussions in which the report can be further evaluated. Because the release of this study could reopen some wounds among our people -- particularly among those who may have been abused -- I encourage you to have on hand contact information about how allegations of clergy sexual abuse can be reported.

Visit the Archdiocese of Chicago's official home page on the World Wide Web http://www.archchicago.org

February 26, 2004 Page 2

No other group has faced the scrutiny involved in this type of study, and I know that this cannot be an easy time for you amidst the attention focused on the data that this report will contain. Yet, you are the "face" of the Church within your parish communities, in times both easy and hard. So many of you have told me of the kindness of your parishioners who have expressed their personal support for your priestly ministry – and, like you, I take great comfort from this support.

My prayer for you today is the same one I pray for myself: that in our intentions and in our actions, we might be worthy of the trust placed in us by Jesus Christ and by those whom we serve in his name and with his authority. Thank you for your life and ministry as priests in the Archdiocese of Chicago. Please keep me in your prayers.

Fraternally yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

# FAX

#### RECEIVED

011 P01

FEB **2 7** 2004

ARCHDIOCESE OF CHICAGO VICAR FOR PRIESTS OFFICE OFFICE OF PROFESSIONAL RESPONSIBILITY

645 N. Michigan, Suite 543 Chicago, Illinois 60611 (312) 642-1837 Fax: (312) 642-4933

To: Leah Melluckey From: Mary ann

Fax Number:

2/27/04 Date:

Number of pages including cover sheet: \_\_/

**MESSAGE:** FOR YOUR REVIEW REPLY ASAP COMMENT

> Leak This is material fafed to prieste at Kaening Hall last night. Kay little you as sontact, together with fitted you as sontact, together with four and himself, if there are calls from those at Kaening Hall.
>
> Blessings on this day.
>
> Man, Q. Mary ann

#### ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690-1979

February 27, 2004

#### Dear Brothers and Sisters in Christ:

Today the John Jay College of Criminal Justice in New York City released a nationwide social science research study, commissioned by the U.S. Bishops, on clerical sexual abuse of minors. The John Jay Study is a quantitative analysis based on confidential data gathered from almost every diocese, eparchy, and religious order in the U.S. on sexual abuse of minors by Catholic clergy from 1950 to 2002. The data will be crucial in scarching for the causes of clerical sexual abuse and in preventing it in the future. This is the study's purpose. A report by the National Review Board providing context for the John Jay data will also be released today.

Officials of the Archdiocese have already published basic data in two reports covering the periods 1950 to 1992 and 1993 to 2002. This information has been updated through December 31, 2003, and is shown on the attached information sheet.

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocese of Chicago between 1950 and 2003. The Archdiocese has found reason to suspect that, during these 53 years, sexual misconduct with a minor occurred in 142 cases involving 55 Archdiocesan priests, about 2 percent of archdiocesan priests. Of the 55 priests, 13 are deceased, 22 have resigned from the priesthood and 20 are withdrawn from ministry. None is engaged in any public ministry. All cases have been reported to the public authorities.

Money spent because of clerical sexual abuse includes \$26.9 million for victim assistance, settlements and support in the period 1950-2003. Beginning in 1992, the year the Bernardin Commission established procedures for dealing with clerical sexual misconduct, through December 21, 2003, \$5.9 million was spent for treatment and monitoring of priests, and \$5.9 million for legal expenses. Of the \$5.9 million spent on legal fees, \$1.3 million was spent to defend a priest and a school principal judged to be innocent by a civil jury.

The Archdiocese of Chicago, complying with the definition of "allegation" supplied by the John Jay Study, reported for the study all recorded notifications of clerical sexual misconduct with minors, whether or not they resulted in any investigation or whether there was reasonable cause to suspect abuse had occurred.

Since 1992, the Archdiocese of Chicago has addressed allegations of abuse of minors and promoted healing of victims through an Assistance Ministry office, an independent Review Board, and a regular process for reporting abuse allegations to the civil authorities and the public. More recently, the Archdiocese created an Office for the Protection of Children and Youth. It oversees child abuse training programs and background screenings of over

Visit the Archdiocese of Chicago's official home page on the World Wide Web http://www.archchicago.org February 27, 2004 Page 2

50,000 employees and volunteers. These measures have allowed us to reach out to victims and parish communities, to create safe environments for children and to remove from ministry any priest for whom there was reasonable cause to suspect that sexual misconduct with a minor had occurred. All of these initiatives will continue in our seminaries, schools, parishes and ministry offices.

The bishops of the United States have kept the promises they made during and following their June, 2002, Dallas meeting. All offending pricsts have been removed from ministry; an independent study was undertaken to understand the extent and causes of clerical misconduct; and policies and procedures have been put in place in every diocese in the United States to deal with abuse allegations, to insure the safety of children and to communicate openly with the public. Most important of all, the care of victims has been formalized and will remain high on the agenda of the Church.

The publication of these results reminds us that some priests betrayed the trust placed in them by Christ, by the children He loves, and by families. Church leaders who failed to act on their behalf only added to the harm done. I again sincerely apologize to the victims and to their families for the anguish they have endured. I offer once again an invitation to anyone who has experienced sexual abuse by a priest, or deacon to bring this information to our attention by contacting the Office of Professional Responsibility at 1-800-994-6200.

The consequences of these failures have deeply affected the entire Catholic community. I know that many of you are angered and embarrassed, as am I. We can learn from the transgressions of the past, however, and make as sure as we can that no other child or young person goes through what those who have been victims continue to suffer.

You are always in my prayers. Please keep me in yours.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Francis Cardinal George

Archbishop of Chicago

Attachment

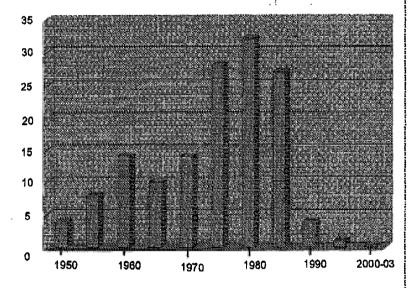
#### ARCHDIOCESE OF CHICAGO - INFORMATION SHEET

# ACCUSED PRIESTS: HOW MANY, WHERE THEY ARE NOW, WHEN OCCURRED

The Archdiocese of Chicago found reasonable cause to suspect that sexual misconduct with a minor had occurred in 142 cases involving 55 Archdiocesan priests in the period 1950-2003. None is currently in ministry. Most incidents occurred between 1970 and 1985.

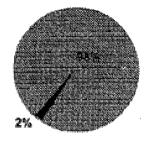
deceased 13
withdrawn from newstry 20
resigned from the priesthand 22

#### DATE OF INCIDENTS



## ACCUSED PRIESTS AS PART OF TOTAL POPULATION

Archdiocesan records reflect that 2,513 archdiocesan priests served in the Archdiocesa between 1950 and 2003. Those priests for whom there was reason to suspect that they had engaged in sexual misconduct with a minor represent about two percent of the total number.



#### FINANCIAL IMPACT

The Archdiocese has spent \$38.7 million on clerical sexual abuse since from 1950 to 2003.

\$5.9 million Legal Fees

\$5.9 million
Treatment and
monitoring
of accused

priests

\$26.9 million Tictan Assistance/ Settlengels/ Shapart

#### TO REPORT A CASE OF ABUSE

#### To The Archdiocese

To report suspected sexual abuse of a minor by a priest or deacon ~presently or in the pest~ cell:

Leah McCluskey, MSW, LSW Administrator
Office of Professional Responsibility
(800) 994-6200
(Lake and Cook countlas only)

(Lake and Cook countles only) or (312) 751-5205 Sond written allegations to:

Leah McCluskey, Administrator
Office of Professional Responsibility
Archdiocese of Chicago
Post Office Box 1979
Chicago, Illinois 60890-1979

Email: Imccluskey@archchicago.org Fax: (312) 751-5279

#### To Other Authorities

To report allegations directly to civil authorities, call:

The Department of Children and Family Services (D.C.F.S.) (800) 252-2873

Cook County State's Attorney (312) 603-5440

Lake County State's Attorney (847) 377-3000

# COMPLETE INFORMATION ON OUR WEB SITE TO SHARE THE CONTROL OF SHARE SHARE PROCESSES OF THE ACCOUNT OF SHARE SHARE PROCESSES OF THE ACCOUNT OF THE SISTENCE PROCESSES OF THE CONTROL OF THE ACCOUNT OF THE CONTROL OF

	Office of Profession	ol Decnancibility	
COPY	676 N St Clair	, Suite 1910	
of an original document from I DFFICE OF PROFESSIONAL RES	PUNSBILLIT (312) 751		
	AGO <sub>ip</sub> i Ndividual specii	FIC PROTOCOLS	
DO NOT COPY	1.02		
	Rev. Jam	es Ray	 

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA), please refer to protocol number 15. The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

not intended to be an admission of guilt for any delict or crime, whether in Canon Law, of State and
Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his
pastoral office (e.g., Canons 369 and 392).
This ISP for MMES KAY is as follows (PRA to initial all that apply):
Restricted from being alone with minors (anyone under the age of 18) without the presence of another responsible adult.
2.
3.
The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the
Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual store.) If your self-description is challenged, some documentation/verification may be requested.
Abide by the assignment of residence to Koenig Hall

6.	No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the Policies and Procedures of the Archdiocese of Chicago and the Handbook For Archdiocesan Employees will apply.
7.	Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
8.	Attendance at a recommended support group (please indicate specific support group). Recommended frequency of times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
9.	No ministerial participation in the public celebration of the Eucharist or any other sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
11.	The right of defense must not involve the public life of the Church.
12.	On-site visits by PRA annually to include meeting with PRA and the cleric.
13.	On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric
14.	This ISP is to be reviewed annually with PRA, VP, and the cleric.
15.	Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16.	Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.
l have	e reviewed, understand, and agree to all of these individual specific Protocols.
Signe	d: Date: 10 March 2004
Printe	ed Name:
Signa	iture of PRA: Hal Mcambally Date: 3/14/04
Signa	ature of VP: Re. Date: 3-16-04

Office of Professional Responsibility 676 N. St. Clair, Suite 1910 Chicago, IL 60611 (312) 751-5205

#### INDIVIDUAL SPECIFIC PROTOCOLS For

				×			ж.	×	0.	٠.							8		8	8				•	88						88		S			8	٠.	9	88	88	88	М.							×	R
		Ю	r		×	×		×	N	P			۰	ж		ĸ.	×	١.	а	Е	£	٠	٠		х			×	×			×	٠.	٠.			×		×	2						и.		×		¢
٠.	21	к	Ŀ:	Ŧ.	а	١.			a.		и	н	п	н	и		٠.	ď.	х	Р	s	0	н	a	ν	۰		×		٠.		۰		х		e.	٠.		93		33		×		88	×		٠.		
7	×	٠,	2			٠.		×	М.	ж	œ	æ			ж		4			•	×	٥.	:	٠.	٧.		8	8				×		۰	*	×	88		83	8				2	88	×	9		*	š

The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the

	sional Responsibility Administrator (PRA), please	1
	t or deacon to abide by these protocols is not unde	
	ended to be an admission of guilt for any delict	
	d Law. This agreement represents the cooperation	of the cleric with his bishop as he exercises his
pastoral	al office (e.g., Canons 369 and 392).	
This IS	SP for James Ray	is as follows (PRA to initial all that apply):
1.	Restricted from being alone with minors (a of another responsible adult.	nyone under the age of 18) without the presence
2.		
3.		
4.	The "Clergy Daily Log" to be completed on	a daily basis and co-signed by the monitor. The
	log is a tool that is used for the protection of	minors, the priest/deacon, the monitor and the
		t is intended to provide an accurate record of the
	day rather than a detailed clock. If you are desc	ribing an off-campus activity, please include the
	place, the general purpose of the visit/trip/activ	
1	telephone number only if it is a private residence	. (For example, it is enough to indicate that you
	did personal shopping rather than the name, loc	
	store.) If your self-description is challenged, som	
		./
5. (	Abide by the assignment of residence to	Koenig Hall
		·····

**AOC 019263** 

6.	No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the <i>Policies and Procedures of the Archdiocese of Chicago</i> and the <i>Handbook For Archdiocesan Employees</i> will apply.
7.	Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
8.	Attendance at a recommended support group (please indicate specific support group). Recommended frequency of times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
11.	The right of defense must not involve the public life of the Church.
12.	On-site visits by PRA annually to include meeting with PRA and the cleric.
13.	On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
14.	This ISP is to be reviewed annually with PRA, VP, and the cleric.
15.	Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16.	Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.
I have	reviewed, understand, and agree to all of these individual specific Protocols.
Signed	: Date: 10 March 2004
Printed	Name: James M. Ray
Signatı	ure of PRA: Hal Malwolan Date: 3/14/04
Signati	ure of VP:

FAX

VICAR FOR PRIESTS OFFICE 645 N. Michigan, Suite 543

Chicago, Illinois 60611 (312) 642-1837

Fax: (312) 642-4933

RECEIVED

MAR 1 5 2004

ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY

To: Leak McCluskey From: Jr. Jem Laczorowski

Fax Number:

Date:

3/15/04

Number of pages including cover sheet:

**MESSAGE:** 

URGENT \_\_\_\_FOR YOUR REVIEW \_\_\_REPLY ASAP \_\_\_COMMENT



#### ARCHDIOCESE OF CHICAGO

VICAR FOR PRIESTS
645 NORTH MICHIGAN AVENUE, SUITE 543
CHICAGO, ILLINOIS 60611

RECEIVED

MAR 1 5 2004

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

#### **MEMO**

To:

Most Reverend Raymond E. Goedert

Most Reverend Edwin M. Conway

Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend Thomas A. Tivy
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

From:

Reverend James T. Kaczorowski

Date:

March 15, 2004

Re:

Residents at Koenig Hall

Attached is a copy of the letter sent by Francis Cardinal George to each of the residents at Koenig Hall, Cardinal Stritch Retreat House.

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979 Chicago, Illinois 60690-1979

RECEIVED

March 15, 2004

MAR 1 5 2004

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

NN P O Box 455 Mundelein, IL 60060

Dear Father N,

I would like to take this opportunity to inform you that the Most Reverend Raymond E. Goedert will assume the responsibilities of interim monitor at the Cardinal Stritch Retreat House, Koenig Hall, effective Tuesday, March 16, 2004. While he serves in this capacity, Bishop Goedert will reside at the retreat house. I am deeply grateful to him for accepting this responsibility at the present time. As this transition occurs, I also wish to thank Father Anthony Talarico for having served in the capacity of monitor for the past two or more years while, at the same time, performing his primary duties of administrator at the retreat house.

Sometime within the next two weeks, Bishop Goedert, Father Jim Kaczorowski, my Vicar for Pricsts, and Ms. Leah McCluskey, Professional Responsibility Administrator, will meet with the residents at Koenig Hall as a group and review the contents of the protocol. We are also inviting Father Talarico and Father Siedlecki to be present for this meeting since there will be occasions when they will function as monitor in Bishop Goedert's absence.

I am sorry this process is taking so much longer than I believed and expected it would. I want to assure you of my prayers for you. Likewisc, I ask that you pray for me. May this season of Lent be a time of special blessing for you.

Sincerely, yours in Christ,

Francis Cardinal George Archbishop of Chicago Cc: Most Reverend Raymond E. Goedert
Most Reverend Edwin M. Conway
Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend James T. Kaczorowski
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

ARCHDIOCESE, OF CHICAGO



Office of Professional Responsibility .

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

Rev. James Kaczorowski, Vicar for Priests

From:

Laura A. Neri-Palomino LNP

Re:

James Ray

Date:

March 15, 2004

Please sign and make a copy of the enclosed Individual Specific Protocols for Fr. James Ray. Please return original copy to this office at your earliest convenience.

Thank you.

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690-1979

March 15, 2004

Rev. James M. Ray P O Box 455 Mundelein, IL 60060

Dear Father Ray,

I would like to take this opportunity to inform you that the Most Reverend Raymond E. Goedert will assume the responsibilities of interim monitor at the Cardinal Stritch Retreat House, Koenig Hall, effective Tuesday, March 16, 2004. While he serves in this capacity, Bishop Goedert will reside at the retreat house. I am deeply grateful to him for accepting this responsibility at the present time. As this transition occurs, I also wish to thank Father Anthony Talarico for having served in the capacity of monitor for the past two or more years while, at the same time, performing his primary duties of administrator at the retreat house.

Sometime within the next two weeks, Bishop Goedert, Father Jim Kaczorowski, my Vicar for Priests, and Ms. Leah McCluskey, Professional Responsibility Administrator, will meet with the residents at Koenig Hall as a group and review the contents of the protocol. We are also inviting Father Talarico and Father Siedlecki to be present for this meeting since there will be occasions when they will function as monitor in Bishop Goedert's absence.

I am sorry this process is taking so much longer than I believed and expected it would. I want to assure you of my prayers for you. Likewise, I ask that you pray for me. May this season of Lent be a time of special blessing for you.

Sincerely, yours in Christ,

from Call by

Francis Cardinal George Archbishop of Chicago Cc: Most Reverend Raymond E. Goedert
Most Reverend Edwin M. Conway
Mr. Jimmy Lago
Dr. Carol Fowler
Ms. Leah McCluskey
Reverend James T. Kaczorowski
Reverend Thomas A. Tivy
Reverend Daniel A. Smilanic
Reverend Anthony Talarico
Reverend Edmund J. Siedlecki

# FAX

#### **VICAR FOR PRIESTS OFFICE**

645 N. Michigan, Suite 543 Chicago, Illinois 60611 (312) 642-1837

Fax: (312) 642-4933

To: Lev. James Ray
To: Lev. James Lag From: Jr. James Kaczorowski
Fax Number:
Date: 3/15/04
Number of pages including cover sheet: 3
MESSAGE:
URGENTFOR YOUR REVIEWREPLY ASAPCOMMENT
Attached you will find a copy of the letter being sent to you by Cardinal George.
The original will reach you by mail. Be assured of my prayers for you.
Fraternally,
KAZ

Office of Professional Responsibility COPY 676 N. St. Clair, Suite 1910 of an original document from the files of Chicago, IL 60611 FFICE OF PROFESSIONAL RESPONSIBILITY (312) 751-5205 IS IS A red ink slamp! INDIVIDUAL SPECIFIC PROTOCOLS For DO NOT COPY Rev. James Rav The Individual Specific Protocols (ISP) implement the primary goal of protecting minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA); please refer to protocol number 15. The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392). James Ray is as follows (PRA to initial all that apply): This ISP for Restricted from being alone with minors (anyone under the age of 18) without the presence 1. of another responsible adult. 2. 3. (1) The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The 4. log is a tool that is used for the protection of minors, the priest/deacon, the monitor and the Archdiocese. Although it lists all time periods, it is intended to provide an accurate record of the day rather than a detailed clock. If you are describing an off-campus activity, please include the place, the general purpose of the visit/trip/activity (e.g. Spiritual Direction, therapy), and the telephone number only if it is a private residence. (For example, it is enough to indicate that you did personal shopping rather than the name, location and telephone number of each individual

store.) If your self-description is challenged, some documentation/verification may be requested.

Abide by the assignment of residence to Koenig Hall

5.

6.	No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the Policies and Procedures of the Archdiocese of Chicago and the Handbook For Archdiocesan Employees will apply
7.	Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure.
8.	Attendance at a recommended support group (please indicate specific support group). Recommended frequency of times per week/month (please circle one). Attendance at a recommended support group is to be reflected on "Clergy Daily Log" forms.
9.	No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
10.	Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
11.	The right of defense must not involve the public life of the Church.
12.	On-site visits by PRA annually to include meeting with PRA and the cleric.
13.	On-site visits by Vicar for Priests (VP) annually to include a meeting with VP and the cleric.
14.	This ISP is to be reviewed annually with PRA, VP, and the cleric
15.	Because the private celebration of the Eucharist is possible, during the course of each week one of the Masses celebrated is to be for the intention of the priests of the Archdiocese of Chicago.
16.	Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, and at the discretion of any of the parties, his legal and/or canonical counsel may be involved.
l have	reviewed, understand, and agree to all of these individual specific Protocols.
Signe	i: Sames M Kay Date: 10 March 2004
Printe	d Name: James M. Ray
Signat	rure of PRA: Hal Wellwell Date: 3/14/04
Signat	ure of VP: 12. Date: 3-16-04

#### TRAVEL/VACATION NOTIFICATION

APR 7 8 2004

Iname of cleric] has informed this office that he will be the control of this chicago
Im Ray [name of cleric] has informed this office that he will be predictional responsibility  New Orkeans + 7000 cruine [destination address and contain picture of the files of
14 May, 04 [departure date] through 23 May, 04 [return date] Treturn date ARCHDIOCESE OF CHICAGO
[name of cleric] will be monitored by This is a red ink stamp!
[name of travel monitor] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
_ [name of travel monitor] may be asked to attest to the
activities and whereabouts of Jim [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for 23 May, '04 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: James M. Roy Date: 12 april 2004
PRA Signature: July Wally Date: 4/16/04
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Apr 21 00000:\$0a

of an original document from the files of

OFFIC <del>T OF PROFESSIONAL RESPO</del>	MSIBILITY	RECEIVED
ARCHDIOCESE OF CHICAG	60	,
This is a red ink stamp!		APR <b>2 1</b> 2004
		ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY
Jim Ka	[name of cleric] has informed this office that he	will be traveling to
Haurah's	East Chicago [destination address and contact	phone number] from
4-24-04	[departure date] through 4-2 s-64 [re	eturn date].
Jim	[name of cleric] will be monitored by	
	[name of travel monitor].	[name of
travel monitor]	has accepted the responsibility of verifying the locat	ion and activities of
Jim	[name of cleric] during the aforementioned to	ime frame.
	[see attached correspondence]	
1. Contacts wi	th minors by II m [name of cleric]	must be in the
presence of	[name of travel monitor]. In	appropriate situations
and location	as incompatible with a priestly lifestyle are to be avo	ided.
2.	[name of travel monitor] may be asked to	attest to the
activities an	d whereabouts of[cleric name	ne] over
	[aforementioned time frame]	
3. As previous	sly noted, the date of return to 7-18-04 's	[cleric name]
residence ha	as been scheduled for 4-25-04 [aforemention	oned return date].
However, d	ue to weather conditions or emergencies that may ar	rise, the date may be
changed. It	n the event of such a circumstance, should the origin	al plans be
substantiall	y changed, please contact PRA at [312] 751-5205.	
Cleric Signatu	re: James M. Roug Date: 21a	mil 2004
PRA Signatur		21/04
A copy of this do in the Office of F for Priests' Office	cument will be provided to the cleric. The original will be rofessional Responsibility and a copy will be placed in the e.	placed in the cleric's file e cleric's file in the Vicar
		Revised 8/28/03

6 June, 2004

Dear Leah,

I just want to fill you in on my travel plans for the near future.

June 26 I am meeting my brother, and his wife and some nieces and nephews in Las Vegas and return home on June 30. Actually, I will be spending two nights at Harrahs with my family and two nights with my friends

July 1st I will fly to Dallas, Texas to attend the wedding of who is originally from Bartlett.

There is a party for family and friends on the evening of the 1st and the wedding is on the 2nd. July 3rd I will visit my friends in TX. TX. It and I went to high school and college together and I was best man at his wedding 30 years ago. I will be staying with for three nights and will fly home on July 6.

Then July 9,10 & 11 I am going to St Louis with my friend and a group from Harrahs, East Chicago, IN. We will go down there on Friday, go to Cubs-Cardinal game on Saturday and return on Sunday.

I will probably some time later in the summer or early fall visit my friends again in the Lake of the Ozarks in Missouri and My brother in Oregon.

No dates have been set yet.

I will get the vacation forms to you soon. But I just wanted to let you know what my plans are right now.

And just FYI you will be seeing the name of often on my daily log sheets. It is a friend of friends of mine. She had a brain tumor which was operated on and in the process lost all short term memory. My friends asked if I would help her out. It remembers me because I am in her long term memory. We met years ago. Supposedly (hopefully) she is going to move up to Wisconsin to be by here sister by the end of the summer. Until then I am going to go three days a week and give her a hand. I need something to keep my our of mischief!

Have a blessed Summer!

Jim Roy

cc Ray Goedert

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLLSETUP

#### ARCHDIOCESE PRIESTS

JUN 1 0 2004

	-Roy, James			ON THE STATE OF THE PROPERTY O							
]	Last Name, First, Middle Initial	Social S	ecurity Number	Employee Number							
	Active F/TActive P/T	_Active P/T Benefits	Position	· · · · · · · · · · · · · · · · · · ·							
(	Ordination Date <u>'25</u> Transfer	to P.C DateTra	nsfer from Agency/Paris	h/School#							
·	Dept. Name	No. <u>10350</u> Ag	ency	No. 10359							
GULLAN	Pay through payroll Regular Salary (Compensation Book) Other: Type	Effective Date: _ , 580	Non-Payroll Compensation Type	9 <u>04</u>							
· -	s			ss							
		,322	Total Non-Payroll	\$							
	Home Phone Work Phone Handicap: Yes No  Mailing Address Street, City, State, Zip Code										
• • •	Dental Insurance: Yes No Name of Dental Plan  Payroll Direct Denosit: Yes No Forms attached: Yes No Federal/State Taxes: Yes No Forms attached: Yes No										
•	Payroll Direct Deposit: YesNoForms attached: YesNoFederal/State Taxes: YesNo Forms attached: YesNo  Defined Contribution Plan (AETNA) YesNo Amount per year \$										
•	TRANSFERS – EFFEC	CTIVE DATE									
	Transfer From Name Parish #, S		То								
	Transfer From Personnel Service	es – Interim Salary #	ToName Parish #	t, School #, or Agency #							
	Transfer FromLocation Termination/Resignation/Date		ToLocation Reason								
		P 2									
	Agency Director/Date	Department Director/Date  L3 6-9-07	Director, Hum	an Resources/Date							
	Chancellor/Date	Director, Personnel Servi	ces/Date								
	Original: Payroll	Yellow: Human Resources	Pink: Agency	Gold: Benefits Created: July, 2000							



## Office of Professional Responsibility

# **PFR-36 - James Ray**

	January to December 2  Monthly Schedule	
Dates/Times	Event (Therapy, Spriritual Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
December 31, 2003 to January 1, 2003	Harrah's, East Chicago, IN	(traveling companion)
January 2-9, 2004	Boyne Mountain, MI	(Traveling Monitors)
January 18-21, 2004	Alexis Park Resort, Las Vegas, NV	Bishop Edwin M. Conway (Traveling Monitor)
January 21-23, 2004	Las Vegas, NV	(Traveling Monitors)
February 1-2, 2004		Visit with
February 24-25, 2004		Visit with Fred Pesek
February 27, 2004 to March 1, 2004	Harrah's, Reno, NV	(Traveling Monitor)
May 14-23, 2004	New Orleans & 7 day cruise	(Traveling Monitor)
June 26-30, 2004	Las Vegas	(Traveling Monitors)

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

#### ARCHDIOCESE PRIESTS

	1 11: 10:				161505
	Last Name, First, Middle	e Initial	Social Security N	umber	Employee Number
	Active F/TActive	P/TActive P/T E	Benefits Posit	ion	· ·
	Ordination Date	Transfer to P.C.	DateTransfer fror	n Agency/Parish/S	School#
	Dept. Name	No. 25			•
igy card	Pay through payroll Regular Salary (Compensation Book) Other: Type	\$Effe \$	ctive Date:  Non-Payr Type	oll Compensation	s
	-11/10	\$			s
	Total through Payroll  Comments	\$	Total Non	-Payroll	ss
	Birth Date	EEOC: OMPR	OCSWSL_	ADM Othe	rVeteran
	Home Phone	Work Phone		Handicap: Yes	No
		Name of Dental PlanNoForms attached: Yes	NoFederal/State Taxe	es: YesNoFor	
	TRANSFERS –	EFFECTIVE DA	ATE		
	Transfer From Name	Parish #, School #, or Ag	gency#	Personnel Service	es – Interim Salary #
	Transfer From Person	nnel Services – Interim S	To alary #	Name Parish #, S	chool #, or Agency #
	Transfer FromLocat Termination/Resignatio	ion n/Date		Location	
		66 2		C	\$
	Agency Director/Date	Department I		Director, Human	Resources/Date
	Chancellor/Date	Director, Per	sonnel Services/Date		
	Original: Payroll	Yellow: Human		Pink: Agency	Gold: Benefits Created: July, 200

RECEIVED JUL 2 9 2004 SE OF CHICAGO TRAVEL/VACATION NOTIFICATION ARCHDIOCESE OF CHICAGO DO NOT COPY OFFICE OF PROFESSIONAL RESPONSIBILITY [name of cleric] has informed this office that he will be traveling to Harrah's , Easthiago, [destination address and contact phone number] from 3i-09 [departure date] through y-0/-09 [return date]. [name of cleric] will be monitored by [name of travel monitor]. [name of travel monitor] has accepted the responsibility of verifying the location and activities of [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by  $\sqrt{3/m}$ [name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. [name of travel monitor] may be asked to attest to the activities and whereabouts of Jim [cleric name] over \_ [aforementioned time frame]. 3. As previously noted, the date of return to \_\_\_\_\_\_'s [cleric name] residence has been scheduled for 8-1-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205. Cleric Signature: Date: 29PRA Signature: A copy of this document will be provided to the cleric. The priginal will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

#### ARCHDIOCESE, OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

File - PFR-36

From:

Leah McCluskey, Professional Responsibility Administrator

Re:

Ray, Rev. James [Withdrawn]

Date:

August 6, 2004

PRA received a message from Rev. James Ray on August 4, 2004 stating that he was spending the night with his mother in her home, as she had been released from the hospital. Fr. Ray left the following contact phone number: He had stated in the message that he may spend the weekend with his mother depending upon her need and recovery.

PRA received a second message from Fr. Ray this morning stating that he would be staying with his mother at her home through Monday in order to assist her. He again left the contact number of

Cc: Rev. Edward D. Grace, Vicar for Priests

of an original document from the files of	RECEIV
OFFICE OF PROFESSIONAL RESPONSIBILITY	Alica

AUG 3 1 2004 RCHDIOCESE OF CHICAGO ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION OFFICE OF PROFESSIONAL RESPONSIBILE DO NOT COPY [name of cleric] has informed this office that he will be traveling to e 02grks MO [destination address and contact phone number] from [departure date] through 9-10-04 [return date]. [name of cleric] will be monitored by [name of travel monitor]. [name of travel monitor] has accepted the responsibility of verifying the location and activities of [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by J | M \_\_\_\_\_ [name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. [name of travel monitor] may be asked to attest to the activities and whereabouts of \_\_\_\_\_\_ [cleric name] over [aforementioned time frame].

3.	As previously noted, the date of return to's [cleric name]
	residence has been scheduled for 9-10-04 [aforementioned return date].
	However, due to weather conditions or emergencies that may arise, the date may be
	changed. In the event of such a circumstance, should the original plans be
	substantially changed, please contact PRA at [312] 751-5205.

Cleric Signatures PRA Signature:

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

COPY	Hand Han to the third is to the town
of an original document from the files of	RECEIVED
OFFICE OF PROFESSIONAL RESPONSIBILITY	AUG 3 1 2004
AR CHOICESE OF CHICAGO This is a red ink stamp!  TRAVEL/VACATION NOTIFICATION	ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILI
DO NOT COPYM RAY [name of cleric] has informed this office that he will be	e traveling to
DO NOT COPY RAY [name of cleric] has informed this office that he will be Reno NV Harah's Hoffer [destination address and contact phone is	number] from
9-17-04 [departure date] through 9-30-04 [return date]	te]
[name of cleric] will be monitored by [name of travel monitor].	name of
travel monitor] has accepted the responsibility of verifying the location and	
[name of cleric] during the aforementioned time fram	
[see attached correspondence]	
1. Contacts with minors by J m [name of cleric] must be	in the
presence of [name of travel monitor]. Inappropri	ate situations
and locations incompatible with a priestly lifestyle are to be avoided.	
2 [name of travel monitor] may be asked to attest to t	the
activities and whereabouts of[cleric name] over	
[aforementioned time frame].	
3. As previously noted, the date of return to's [cleric na	·
residence has been scheduled for 9-30-04 [aforementioned return	n date].

However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: PRA Signature:

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

RECEIVED AUG 3 1 2004 TRAVEL/VACATION NOTIFICATION ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBIL This is a red ink stamp! DO NOT COPY [name of cleric] has informed this office that he will be traveling to [destination address and contact phone number] from [departure date] through 11 78-04 [return date]. [name of cleric] will be monitored by [name of travel monitor]. name of travel monitor] half accepted the responsibility of verifying the location and activities of [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by T1 m \_\_\_\_[name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. [name of travel monitor] may be asked to attest to the activities and whereabouts of \_\_\_\_\_ [cleric name] over [aforementioned time frame]. 3. As previously noted, the date of return to \_\_\_\_\_\_\_\_'s [cleric name] residence has been scheduled for 8-18-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205. Cleric Signature: PRA Signature: A copy of this document will be provided to the electic. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.



## Office of Professional Responsibility

# **PFR-36 – James Ray**

	January to December 20 Monthly Schedule	004
Dates/Times	Event (Therapy, Spriritual, Direction, Vacation, etc.) Where, When, How Long	Therapist, Spiritual Leader, Doctor, Monitor, etc. (Include names)
July 1-2, 2004	Dallas, Texas to attend a friend's wedding	(friend)
July 3-6, 2004	Texas to visit friends	
July 9-11, 2004	St. Louis with friends and will attend Cubs- Cardinal's game	(friend)
July 31, 2004 – August 1, 2004	Harrah's, East Chicago, IN	(Travel Monitor)
September 6-10, 2004	Lake of the Ozarks, MO –	(Travel monitors)
September 27-30, 2004	Reno, NV – Harrah's Hotel (866-946-2568)	(Travel monitor)
October 7-18, 2004	OR	Travel
	·	

#### ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley Director



Post Office Box 1979 Chicago, Illinois 60690-1979

> Tel: (312) 751-5379 Fax: (312) 751-5252

e-mail: jomalley@archchicago.org

November 16, 2004

RECEIVED

Confidential

NOV 1 9 2004

ARCHDIOCESE OF CHICAGO
DFFICE OF PROFESSIONAL RESPONSIBILITY

Mr. Michael J. Howlett, Jr. Counsel to the State's Attorney Richard J. Daley Center 69 West Washington Street Chicago, Illinois 60602

Dear Mr. Howlett:

Pursuant to your request, enclosed are copies of Individual Specific Protocols applicable to priests of the Archdiocese for whom the Archbishop has determined there is reason to suspect that the individual priest may have engaged in sexual misconduct with a minor. The priests are:

Rev. James Ray

Please note I have deleted information related to therapy and spiritual direction for the reason of confidentiality. Further, have not signed the protocol, upon advice of canonical counsel, but I am advised by Leah McCluskey that they comply with the restrictions.

If you have any questions, please let me know.

Very truly yours,

John C. O'Malley

Director of Legal Services

JCOM:sm

**Enclosures** 

cc: R

Rev. Edward D. Grace

Rev. James T. Kaczorowski

Ms. Leah McCluskey

SCDirs\03SC096\JCOM Cover letter for Individual Specific Protocols

RECEIVED

of an original document from the files of	
OFFICE OF PROFESSIONAL RESPONSIBILITY	NOV 2 2 2004
I and the control of	ARCHDIOCESE OF CHICAGO E OF PROFESSIONAL RESPONSIBILITY
Jim Ray [name of cleric] has informed this office that he will be to	raveling to
S't. Ann Lansing [destination address and contact phone nu	
//-25-34 [departure date] through //-27-34 [return date]	<b>].</b>
TIM [name of cleric] will be monitored by	·** ·
[name of travel monitor].	_ [name of
travel monitor] has accepted the responsibility of verifying the location and ac	ctivities of
[name of cleric] during the aforementioned time frame	
[see attached correspondence]	
1. Contacts with minors by [name of cleric] must be i	n the
presence of [name of travel monitor]. Inappropriat	e situations
and locations incompatible with a priestly lifestyle are to be avoided.	
2 [name of travel monitor] may be asked to attest to the	ıe
activities and whereabouts of [cleric name] over	
[aforementioned time frame].	<b>*</b>
3. As previously noted, the date of return to Jim 's [cleric name	me]
residence has been scheduled for 11-27-04 [aforementioned return	n date].
However, due to weather conditions or emergencies that may arise, the da	te may be
changed. In the event of such a circumstance, should the original plans be	<del>)</del>
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Date: 21 November 11/22/10	nbeg 2004
PRA Signature: 11/22/0	4
A copy of this document will be provided to the cleric. The original will be placed in the in the Office of Professional Responsibility and a copy will be placed in the cleric's file for Priests' Office.	ne cleric's file e in the Vicar
	Revised 8/28/03

of moriginal decument from the files of	
FFI E OF PROFESSIONAL RESPONSIBILITY	
ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION	
This is a red ink stamp!  ARCHDIOCESE OF CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY  OFFICE OF PROFESSIONAL RESPONSIBILITY	1
JIM RAY [name of cleric] has informed this office that he will be traveling to	
Harrah's, East Chicago [destination address and contact phone number] from	**
1フーリー・ロー [departure date] through 12-05-05 [return date].	
[name of cleric] will be monitored by	
	<b>,</b>
travel monitor] has accepted the responsibility of verifying the location and activities of	
[name of cleric] during the aforementioned time frame.	
[see attached correspondence]	
1. Contacts with minors by [name of cleric] must be in the	
presence of [name of travel monitor]. Inappropriate situations	
and locations incompatible with a priestly lifestyle are to be avoided.	
2 [name of travel monitor] may be asked to attest to the	_
activities and whereabouts of [cleric name] over	**
[aforementioned time frame].	
3. As previously noted, the date of return to's [cleric name]	÷
residence has been scheduled for 12-5-04 [aforementioned return date].	ĺ
However, due to weather conditions or emergencies that may arise, the date may be	
changed. In the event of such a circumstance, should the original plans be	
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Stagnes 11 Rous Date: 21 November 2004	
PRA Signature: Date: 21 November 2007  PRA Signature: Date: 112/04	
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.	ė
Revised 8/28/03	

#### ARCHDIOCESE, OF CHICAGO

Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279

#### **MEMORANDUM**

To:

File

From:

Leah McCluskey, Professional Responsibility Administrator

Re:

Monitoring

Date:

November 30, 2004

PRA and Rev. James T. Kaczorowski, Vicar for Priests traveled to the Cardinal Stritch Retreat House on November 29, 2004 and met with Rev. Edward Siedlecki. Fr. Siedlecki resides at the Retreat House.

Due to the fact that Rev. Anthony Talarico will be on vacation from November 29, 2004 through December 10, 2004, he will be unable to fulfill his duties as on-site monitor for those men who have been withdrawn from active ministry as a result of allegations of sexual misconduct. Fr. Kaczorowski and PRA met with Fr. Siedlecki to ask if he would agree to act as on-sit monitor while Fr. Talarico is on vacation.

Fr. Siedlecki stated that he would act as monitor in Fr. Talarico's absence. PRA then went over the duties of on-site monitor with Fr. Siedlecki at his own request. Fr. Siedlecki was also agreeable to contacting Fr. Kaczorowski and/or PRA in the event of any of his awareness of any clear disregard/violation of the stated monitoring protocols.

Fr. Siedlecki shared with Fr. Kaczorowski and PRA his own current medical issues. It was agreed that in the event that Fr. Siedlecki would not be able to fulfill the role as monitor due to a medical emergency, he will contact either Fr. Kaczorowski or PRA.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Rev. James Kaczorowski, Vicar for Priests

Rev. Edward D. Grace, Vicar for Priests

of an original decument from the files of
OFFICE OF PROTES SMAL RESPONSIBILITY  ARCHDIOCESE OF CHICAGO  This is seen in a contraction notification
DENCRICAL [name of cleric] has informed this office that he will be traveling to  BUYNE MT. MICHIGAN [destination address and contact phone number] from
[departure date] through
[name of travel monitor] [name of travel monitor] [name of travel monitor] has accepted the responsibility of verifying the location.
[name of cleric] during the aforementioned time frame.  [see attached correspondence]
1. Contacts with minors by [name of cleric] must be in the presence of [name of travel monitor]. Income
2. [name of travel monitor] may be called.
[aforementioned time frame] over
3. As previously noted, the date of return to
However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be
obstantiany changed, please contact PRA at [312] 751-5205
PRA Signature: Date: 22 December 2004  PRA Signature: Date: 12/20/04
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file for Priests' Office.

SBILITY TRAVEL/VACATION NOTIFICATION This is a red ink stamp! ( NET CHAY [name of cleric] has informed this office that he will be traveling to destination address and contact phone number] from [departure date] through 12-25-04 [return date]. JIM [name of cleric] will be monitored by [name of travel monitor]. travel monitor] has accepted the responsibility of verifying the location and activities of name of [name of cleric] during the aforementioned time frame. [see attached correspondence] 1. Contacts with minors by JIM [name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. 2. [name of travel monitor] may be asked to attest to the activities and whereabouts of IIm [cleric name] over [aforementioned time frame]. 3. As previously noted, the date of return to \_\_\_\_\_\_'s [cleric name] residence has been scheduled for 19-01-04 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205. Cleric Signature: Date: 22 December 2004. PRA Signature: A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

OFFICE TRAVEL/VACATION NOTIFICATION This is a re<u>d</u>ink stamp! DO NOTICEPY KAY [name of cleric] has informed this office that he will be traveling to Harrah's East Churgo [destination address and contact phone number] from 2-31-04 [departure date] through \_ / - / - 0 5 [return date]. JIM [name of cleric] will be monitored by name of travel monitor]. [name of travel monitor] has accepted the responsibility of verifying the location and activities of [name of cleric] during the aforementioned time frame. [see attached correspondence] \_\_[name of cleric] must be in the presence of [name of travel monitor]. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided. 2. [name of travel monitor] may be asked to attest to the activities and whereabouts of \_\_\_\_[cleric name] over [aforementioned time frame]. 3. As previously noted, the date of return to \_\_\_\_\_\_\_'s [cleric name] residence has been scheduled for 1-1-05 [aforementioned return date]. However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

PRA Signature: All Mull Date: 12/22/04

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

GECELVE ALA RESPONSIBILITY	DECENED
ARENDIO DE OF CHICAGO	
Tale is a second to the second	FEB 1 2005
OF PROFESSIONAL TO	OFFICE OF PROFESSIONAL RESPONSIBILI
[name of cleric] has informed the	is office that he will t
I'm Ray [name of cleric] has informed the Rincon - a Hartah's Resort North of Idestination address	SS and contact bhome ment.
[departure date] through 3-2)	return date
JIM [name of cleric] will be mo	
name of travel monitor].	
travel monitor] has accepted the responsibility of verif	ying the location and activities of
[name of cleric] during the afore	ementioned time frame.
[see attached correspond	ence]
1. Contacts with minors by J   M [nar	
nai	me of cleric] must be in the
[name of travel n	nonitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle a	re to be avoided.
2 [name of travel monitor] may be	be asked to attest to the
activities and whereabouts of	[cleric name] over
[aforementioned time frame]	· I.
3. As previously noted, the date of return to	
residence has been sobotyled C. May	s [cleric name]
residence has been scheduled for March 21, [a	forementioned return date].
However, due to weather conditions or emergencies th	nat may arise, the date may be
changed. In the event of such a circumstance, should t	the original plans be
substantially changed, please contact PRA at [312] 75	1 5005
Cleric Signature: Agence M. Roman Date	_
Date:	18 February, 2005
PRA Signature: Date:	
A copy of this document will be provided to the cleric. The origin in the Office of Professional Responsibility and a copy will be pla for Priests' Office.	
	Revised 8/28/03

Feb 01 05 36a

	( I UTG. THE CHARLES THE THE TOTAL OF COMMITTY	TECHVED -
OFF	ARCHOOLUGE OF CHICAGO TRAVEL/VACATION NOTIFICATION	FEB <b>0 1</b> 2005
	This is a red ink stamp!  DO NOT COPY	ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY
	Im RAY [name of cleric] has informed this office that he wil	ll be traveling to
	Harrah's East Ch Kago [destination address and contact pho-	ne numberl from
	2-5-5 [departure date] through 2-7-05 [return	date].
	[name of cleric] will be monitored by	
	[name of travel monitor].	[name of
	travel monitor] has accepted the responsibility of verifying the location as	nd activities of
	[name of cleric] during the aforementioned time fr	
	[see attached correspondence]	
	1. Contacts with minors by [name of cleric] must	he in the
	presence of [name of travel monitor]. Inapprop	••
	and locations incompatible with a priestly lifestyle are to be avoided.	` ` ` ` ` ` ` ` ` ` ` ` ` ` ` ` ` ` `
	2. [name of travel monitor] may be asked to attest to	o the
	activities and whereabouts of Jim [cleric name] over	
	[aforementioned time frame].	
	3. As previously noted, the date of return to's [cleric :	name]
1	residence has been scheduled for 2-7-05 [aforementioned ret	urn datel
	However, due to weather conditions or emergencies that may arise, the	
	changed. In the event of such a circumstance, should the original plans	
	substantially changed, please contact PRA at [312] 751-5205.	
	Cleric Signature: Thouse Many Date: 31 June	ian, 2005
	PRA Signature: July Date: 2110	5
	A copy of this document will be provided to the cleric. The original will be placed in in the Office of Professional Responsibility and a copy will be placed in the cleric's for Priests' Office.	the cleric's file lle in the Vicar
		Revised 8/28/03

RECE	
FER 1	FEB 1 © 2005
ABCHOIOCE	ESE OF CHICAGO SIGNAL RESPONSIBILITY SIGNAL RESPONSIBILITY
OFFICE OF PRUFES	Jim Ray [name of cleric] has informed this office that he will be traveling to
	Rincon - a Harrah's Rosort North of San Diogo [destination address and contact phone number] from
	3-16-05 [departure date] through $3-21-65$ [return date].
	[name of cleric] will be monitored by
	name of travel monitor] [name of
	travel monitor] has accepted the responsibility of verifying the location and activities of
	[name of cleric] during the aforementioned time frame.
	[see attached correspondence]
	1. Contacts with minors by J   M [name of cleric] must be in the
	presence of [name of travel monitor]. Inappropriate situations
	and locations incompatible with a priestly lifestyle are to be avoided.
	2 [name of travel monitor] may be asked to attest to the
	activities and whereabouts of 11 m [cleric name] over
	[aforementioned time frame].
	3. As previously noted, the date of return to's [cleric name]
	residence has been scheduled for March 21, [aforementioned return date].
	However, due to weather conditions or emergencies that may arise, the date may be
	changed. In the event of such a circumstance, should the original plans be
	substantially changed, please contact PRA at [312] 751-5205.
•	Cleric Signature: Many Date: 18 February, 2005  PRA Signature: 718/05
	PRA Signature: Hull Webate: 2 18 05
	A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

of an original document from the files of

RECEIVED

0Fl	APR 1 0 2005
	ARCHDIOCESE OF CHICAGO  This is a red ink stamp! DO NOT COPY  ARCHDIOCESE OF CHICAGO  ARCHDIOCESE OF CHICAGO  ARCHDIOCESE OF CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY
	James Ray [name of cleric] has informed this office that he will be traveling to
	Detrot, MI area [destination address and contact phone number] from
	4-12-05 [departure date] through 4-14-05 [return date].
	[name of cleric] will be monitored by  [name of travel monitor]
	[name of cleric] during the aforementioned time frame.
	[see attached correspondence]
	1. Contacts with minors by [name of cleric] must be in the
	presence of [name of travel monitor]. Inappropriate situations
	and locations incompatible with a priestly lifestyle are to be avoided.
	[name of travel monitor] may be asked to attest to the
	activities and whereabouts of [cleric name] over
.	[aforementioned time frame].
	3. As previously noted, the date of return to''s [cleric name]
	residence has been scheduled for 4-14-65 [aforementioned return date].
	However, due to weather conditions or emergencies that may arise, the date may be
	changed. In the event of such a circumstance, should the original plans be
!	substantially changed, please contact PRA at [312] 751-5205.
	Cleric Signature: James M. Roy Date: 10 april 2005  PRA Signature: Date: 4/11/05
	A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.
ı	Revised 8/28/03

Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279 www.archchicago.org

MEMORANDUM

To:

File - PFR-36

From:

Laura A. Neri-Palomino

Re:

Rev. James Ray

Date:

April 26, 2005

Father James Ray called the office today (9:30 a.m.) to say that he will be staying overnight at Loyola Hospital on Thursday, April 28<sup>th</sup> in the evening at 8:30 p.m. and will be back at Retreat House on Friday, April 29<sup>th</sup> in the morning. Father Ray is having a routine Sleep Apnea test done.

Cc: Rev. Edward D. Grace, Vicar for Priests

)FFI	E OF PROFESSIONAL RESPONSI	BILITY
	ARCHDIOCESE OF CHICAGO This is a red ink stamp!	TRAV

Dressional respons	SIBILITY	MAY 2: 0 2005
DIOCESE OF CHICAGO is a red ink stamp! DO NOT COPY	TRAVEL/VACATION NOTIFICATION	ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY
	[name of cleric] has informed this office that he w	rill be traveling to
	Louis MD [destination address and contact ph	
5-24 + 6-19 [	departure date] through 5-26 + 6-21 [return	rn date].
	[name of cleric] will be monitored by	
	_ [name of travel monitor]	[name of
travel monitor] has a	accepted the responsibility of verifying the location	and activities of
JIM	[name of cleric] during the aforementioned time	e frame.
•	[see attached correspondence]	
1. Contacts with m	inors by J   m [name of cleric] m	ust be in the
presence of	[name of travel monitor]. Inapp	propriate situations
and locations inc	compatible with a priestly lifestyle are to be avoide	od.
2.	[name of travel monitor] may be asked to atte	est to the
activities and wh	nercabouts of Jim [cleric name]	over
	[aforementioned time frame].	
3. As previously no	oted, the date of return to's [cl	eric name]
residence has be	en scheduled for $\frac{5-26 + (4-2)}{2}$ [aforementione	d return date].
However, due to	weather conditions or emergencies that may arise,	, the date may be
changed. In the	event of such a circumstance, should the original p	plans be
substantially cha	nged, please contact PRA at [312] 751-5205.	
Cleric Signature:	James 1 Ray Date: 20 M	ay 2005
PRA Signature:	BalfMalwolaz Date: _5/20	(05
	/ \	

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

of an original document from the files of

## RECEIVED

## OFFICE OF PROFESSIONAL RESPONSIBILITY

# ARCHDIOCESE OF CHICAGO This is a red ink stamp!

## TRAVEL/VACATION NOTIFICATION

JUN 2 8 2005

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

S a red ink stamp! O NOT COPY ARCHIDIOLESE II OFFICE OF PROFESSIONA
JIM RAY [name of cleric] has informed this office that he will be traveling to
NOT COPY  TIWN RAY [name of cleric] has informed this office that he will be traveling to  (Harrahs)  [destination address and contact phone number] from
22 July 05 [departure date] through 25 July, 05 [return date].
[name of cleric] will be monitored by
[name of travel monitor] [name of
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by J   M [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
_ [name of travel monitor] may be asked to attest to the
activities and whereabouts of 1 m [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for 7-25-08 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: James 12 Roy Date: 28 Jun 2005
PRA Signature: # ## Date: # 28 / 05
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

	COPY	
0	an original document from the files of	RECEIVED
)FF	CE OF PROFESSIONAL RESPONSIBILITY  TRAVEL/VACATION NOTIFICATION	JUN-2-8 2005
	1	ARCHDIOCESE OF CHICAGO E OF PROFESSIONAL RESPONSIBILITY
	[name of cleric] has informed this office that he will be tr Laugh In NV [destination address and contact phone nur	nber] from
	g July 05 [departure date] through 12 July 06 [return date].	
	[name of cleric] will be monitored by	
	name of travel monitor].	_ [name of
	travel monitor] has accepted the responsibility of verifying the location and ac	tivities of
,	<u> </u>	
	[see attached correspondence]	
	1. Contacts with minors by [name of cleric] must be in	ı the
	presence of [name of travel monitor]. Inappropriate	situations
	and locations incompatible with a priestly lifestyle are to be avoided.	
	2 [name of travel monitor] may be asked to attest to the	3
	activities and whereabouts of TIM [cleric name] over	
	[aforementioned time frame].	
	3. As previously noted, the date of return to''s [cleric name	ie]
ļ	residence has been scheduled for 7-12-04 [aforementioned return	date].
	However, due to weather conditions or emergencies that may arise, the dat	e may be
	changed. In the event of such a circumstance, should the original plans be	
	substantially changed, please contact PRA at [312] 751-5205.	4
	Cleric Signature: James 19 Kon Date: 28 Jun	2005
	PRA Signature: JULI JULIO Date: 6728/09	2
	A copy of this document will be provided to the cleric. The original will be placed in the in the Office of Professional Responsibility and a copy will be placed in the cleric's file for Priests' Office.	

AOC 019301

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

	, AR	CUDIOCE	DE PRIES I	3	Ha
Pau Jan	ne s				201323
ast Name, First, Mid	dle Initial		Social Secui	rity Number	Employee Number
ctive F/T Acti	ve P/T Active P	/T Benefits	Position _		
rdination Date	Transfer to P.C.		DateTransfer fro	m Agency/Parish/S	ichool#
ept. Name		No	Agency		No
ay through payroll		Effec	tive Date:		
gular Salary ompensation Book)	\$	Non-F	ayroli Compensati		
her: Type	\$	Туре		\$	
·	\$			\$	<del></del>
	\$	<u></u>		\$	<u>.</u>
	\$			\$	<del></del> ,
otal through Payroll			Non-Payroli	\$	
omments					
rth Date	EEOC: OM_	PROC_	sws	SLADM(	OtherVeteran
ome Phone	Work F	Phone		_ Handicap: Yes	No
ailing Address	·				
treet, City, State, Zip Cod	le				
ental Insurance: Yes	No Name of Dental F	Plan			
ayroll Direct Deposit: Yes	NoForms attached:	Yes NoFe	deral/State Taxes: \	Yes No Form	s attached: YesNo
efined Contribution Plan	(AETNA) Yes No		Amount per yea	ar \$	
RANSFERS – E	FFECTIVE DATE _		ly 1, 20		
ransfer From		v	/ / _ To		
Na	me Parish #, School #, o	- •	Pers	sonnel Services – I	nterim Salary#
ransfer From/	rsonnel Services – Interio	359 Solon #	TO Non	10 4//	I #, or Agency#
ransfer From	Location		_ 10	Locatio	on .
ermination/Resignat	tion/Date		_ Reason		
gency Director/Date	Depa	rtment Director/	Date	Director, Huma	n Resources/Date
		12			
hancellor/Date	Direc	tor, Personnel S	Services/Date		
Original: Payroll	Yellow: Human F	Resources	Pink: Agency	Gold: Be	nefits Rev. 5/

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

## **ARCHDIOCESE PRIESTS**

		Social Securit	v Number	### AD 1323  Employee Number
ast Name, First, Middle Initial		· ·		•
ctive F/T Active P/T Ac				
Ordination Date $1995$ Transfer to	P.C	DateTransfer from	Agency/Parish/So	chool#
Dept: Name	_			_
Pay through payroll Regular Salary (Compensation Book) Other: Type		ayroll Compensation	rsly 1, 20 s_	<u>05</u>
\$ <b>\$</b>			\$S	_
		,	\$	<del></del>
Total through Payroll \$	Total i	Non-Payroll	\$	***************************************
Comments 10% MAUSTINE	<del></del>	- ,		<del></del>
Comments 10 /10 /10 /10 (MANA)	pur cansum	O MANA		
Birth Date EEOC: 0	OMPROC_	SW SL	ADM C	otherVeteran
				No
Mailing Address				
Walling Address				
04				
Street, City, State, Zip Code				
Street, City, State, Zip Code  Dental Insurance: Yes No Name of I	Dental Plan			
			s No Forms	attached: YesNo
Dental Insurance: Yes No Name of I	ached: Yes NoFe	deral/State Taxes: Ye	sNo Forms	
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes	ached: YesNoFe	deral/State Taxes: Ye		
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms att  Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT	ached: YesNoFe	deral/State Taxes: Ye Amount per year 9		
Dental Insurance: YesNoName of I Payroll Direct Deposit: YesNoForms atta Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT  Transfer From	ached: Yes NoFe	deral/State Taxes: Ye  Amount per year 9	5	
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms att  Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT	ached: Yes NoFe	deral/State Taxes: Ye  Amount per year 9		
Dental Insurance: YesNoName of I Payroll Direct Deposit: YesNoForms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From  Name Parish #, Scho  Transfer From	ached: YesNoFe No  No  No  NoFe  No  NoFe	Amount per year s	onnel Services – Ir	nterim Salary #
Dental Insurance: YesNoName of I Payroll Direct Deposit: YesNoForms attribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT  Transfer FromName Parish #, Scho	ached: YesNoFe No  No  No  NoFe  No  NoFe	Amount per year s	5	nterim Salary #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services —  Transfer From	ached: YesNoFe No  No  No  NoFe  No  NoFe  NoFe  NoFe  NoFe  NoFe	Amount per year s	onnel Services – Ir e Parish #, School	nterim Salary # #, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services -  Transfer From Location	ached: YesNoFe No  No  No  NoFe  No  NoFe  NoFe  NoFe  NoFe  NoFe	To Perso Name To Name	onnel Services – Ir	nterim Salary # #, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services —  Transfer From	ached: YesNoFe No  No  No  NoFe  No  NoFe  NoFe  NoFe  NoFe  NoFe	Amount per year :  ToPerso ToName	onnel Services – Ir e Parish #, School	nterim Salary # #, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services -  Transfer From Location	ached: YesNoFe No  No  TE  ol #, or Agency #  Interim Salary #  n	To Name To Reason	e Parish #, School	#, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services -  Transfer From Location	ached: YesNoFe No  No  No  NoFe  No  NoFe  NoFe  NoFe  NoFe  NoFe	To Name To Reason	e Parish #, School	nterim Salary # #, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services -  Transfer From Location  Termination/Resignation/Date	ached: YesNoFe No  No  TE  ol #, or Agency #  Interim Salary #  n	To Name To Reason	e Parish #, School	#, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta  Defined Contribution Plan (AETNA) Yes  TRANSFERS - EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services -  Transfer From Location  Termination/Resignation/Date	ached: YesNoFe No  No  TE  ol #, or Agency #  Interim Salary #  n	ToName	e Parish #, School	#, or Agency #
Dental Insurance: Yes No Name of I Payroll Direct Deposit: Yes No Forms atta Defined Contribution Plan (AETNA) Yes  TRANSFERS — EFFECTIVE DAT  Transfer From Name Parish #, Scho  Transfer From Personnel Services —  Transfer From Location  Termination/Resignation/Date	ached: YesNoFe No  No  TE  ol #, or Agency #  Interim Salary #  Department Director/	ToName	e Parish #, School	#, or Agency #  n Resources/Date

COPY

of an riginal document from the files of

RECEIVED

OFFICE OF PROFESSIONAL RESPONSIBILITY

TRAVEL/VACATION NOTIFICATION

JUL 0 7 2005

This is a red ink stamp! DO

ARCHDIOCESE OF CHICAGO NSIBILITY

not 99% (A) [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] from
7-7-05 [departure date] through 7-8-05 [return date].
[name of cleric] will be monitored by
[name of travel monitor]
travel monitor] has accepted the responsibility of verifying the location and activities of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]
1. Contacts with minors by I   [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
2 [name of travel monitor] may be asked to attest to the
activities and whereabouts of [cleric name] over
[aforementioned time frame]
3. As previously noted, the date of return to 7 's [cleric name]
residence has been scheduled for 8 July 01 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: Squres & Roy Date: 6 July 2007
PRA Signature: July Frate: 717105
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

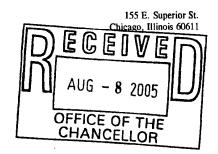
## ARCHDIOCESE OF CHICAGO

Office of the Archbishop



July 22, 2005

Rev. James Ray Cardinal Stritch Retreat House P.O. Box 455 Mundelein, IL 60060



Dear Jim:

I have completed my review of the case of sexual misconduct with minors that has been pending against you. My decision is contained in the enclosed decree.

I have also sent a copy of this decree to your advocate, so you might want to discuss this with him.

Should you wish to appeal this decree, you may do so to the Congregation for the Doctrine of the Faith within the prescribed period of time. However, you will be expected to bear any of the expenses associated with that appeal.

I hope this will bring some conclusion to this matter which has been most difficult for both of us. Please be assured that you remain in my prayers; I ask that you keep me in yours.

Sincerely yours in Christ,

Francis Cardinal George, O.M.I.

Archbishop of Chicago

cc: Rev. Michael P. Joyce, C.M., Advocate

Rev. George J. Rassas, Vicar General

Rev. Edward Grace, Vicar for Priests

Rev. Daniel A. Smilanic, Promoter of Justice

Mr. Ralph Bonaccorsi, Assistance Minister

Mr. Jimmy Lago, Chancellor

Ms. Leah McCluskey, Professional Responsibility Administrator

Mr. John O'Malley, Legal Services

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

## DECREE

# Penal Decree and Precept resolving the matter against Reverend James Ray (CDF P.N. 293/03 – 19664)

According to the decree *Christus dominus* of the Second Vatican Council, bishops "have been designated by the Holy Spirit to take the place of the apostles as pastors of souls and, together with the Supreme Pontiff and subject to his authority, they are commissioned to perpetuate the work of Christ, the eternal Pastor." (*Christus dominus*, n. 2). Diocesan bishops have been entrusted with the pastoral care of a portion of the People of God, and designated their proper, ordinary, and immediate pastor. (CD, n. 11). The Council further teaches, "In exercising his office of father and pastor, the bishop should be with his people as one who serves, as a good shepherd who knows his sheep and whose sheep know him, as a true father who excels in his love and solicitude for all...." (CD, n. 16).

This love and solicitude expresses itself in providing for the welfare of the faithful according to their circumstances (CD, n. 16), and also in being "compassionate and helpful to those priests who are in any kind of danger or who have failed in some respect." (CD, n. 16)

It is for this reason that my predecessor, Joseph Cardinal Bernardin, expressed such solicitude for the faithful of the Archdiocese of Chicago in establishing policies with regard to sexual misconduct of priests. I have continued that tradition of solicitude by confirming and revising these policies from time to time.

The nature of the priesthood itself requires that special attention be given to matters involving priestly misconduct. Recognizing the high dignity of the priesthood, which was established by the Lord Jesus to be joined in a special way with the episcopal ministry, and hence shares in the authority by which Christ himself builds up and sanctifies and rules his Body, it is all the more necessary to exercise particularly vigilance over the behavior of priests and to hold them to a greater level of accountability. The sacred task which has been given to priests demands a conduct commensurate with that task.

At their ordination, priests take on a number of obligations. They are bound by a special obligation to show reverence and obedience to the Holy Father and to their own ordinary (c. 273), and are to fulfill faithfully any function which their ordinary entrusts to them (c. 274§2). They are to be united among themselves, but at the same time promote the proper mission of the laity (c. 275). They are to pursue holiness of life through the fulfillment of their pastoral duties, through the nourishment of the spiritual life by word and sacrament, and through leading a life of prayer (c. 276). They are to continue their studies after ordination (c. 279) and have the right to

associate with other clerics to pursue purposes in keeping with the clerical state (c. 278). They are to foster simplicity of life and are to have a special concern for the poor (c. 282).

Moreover, priests are to avoid all those things which could endanger their vocation or give rise to scandal among the people. First and foremost, they are bound to a life of perfect and perpetual continence for the sake of the kingdom (c. 277), which expresses itself in a life of celibacy. But they are also to act with due prudence in their associations with others (c. 277§2), avoiding those things unbecoming the clerical state (c. 285 §§1-2).

The Catholic Bishops of the United States, in addressing the issue of clerical sexual abuse of minors, established at their annual general meeting held in Dallas in June, 2002 a *Charter for the Protection of Children and Young People*, commonly referred to as the *Charter*. This was a common commitment by the bishops of the United States to act in a concerted way with regard to the issue of clerical sexual abuse of minors.

At that same meeting the bishops also passed and forwarded to the Holy See for its recognitio a set of Essential Norms for Diocesan/Eparchial Policies Dealing with Allegations of Sexual Abuse of Minors by Priests or Deacons, commonly referred to as the Essential Norms. These Norms established, among other things, that "When even a single act of sexual abuse by a priest or deacon is admitted or is established after an appropriate process in accord with canon law, the offending priest or deacon will be removed permanently from ecclesiastical ministry, not excluding dismissal from the clerical state, if the case so warrants." Diocesan bishops and eparchs were also reminded that they have "the executive power of governance, through an administrative act, to remove an offending cleric from office, to remove or restrict his faculties, and to limit his exercise of priestly ministry." (Norm 9)

In the case of clerical sexual abuse of a minor, this could be by means of a penal decree or a penal precept, since it involves a delict (c. 1395§2).

The universal law of the Church, by virtue of the motu proprio Sacramentorum sanctitatis tutela, has given the Congregation for the Doctrine of the Faith exclusive competence over matters involving clerical sexual misconduct with minors. In removing the bishop's discretionary authority given by c. 1718, the universal law of the Church requires that, after the preliminary investigation has been conducted in accord with c. 1717, the bishop is to forward to the Congregation for the Doctrine of the Faith all cases involving clerical sexual misconduct with a minor, and request further instruction from that Congregation as to how to proceed.

The case of **Reverend James Ray** was referred to the Congregation for the Doctrine of the Faith on 31 July, 2003. Having reviewed the material submitted by the Archdiocese of Chicago, in a letter of 15 July, 2004 (P.N. 293/03-19664), Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith and now His Holiness Pope Benedict XVI, granted me permission to impose a penal precept on Father Ray for a determinate period of time. However, the letter continued, "This would not exclude that, at the end of the said determinate period, the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further determinate time." The Congregation voiced this concern because "the facts of the case, given the young age of the victims, are indeed grave."

In accordance with the directives of the Congregation of the Doctrine of the Faith, and considering this matter in light of the common good (c. 223); seeking ways to repair scandal and restore justice (c. 1341); reviewing again the accusations made against **Father Ray**; having consulted his Advocate, Rev. Michael P. Joyce, C.M.; and having prayed for Wisdom and Understanding to decide this matter, I hereby make the following provisions with regard to **Reverend James Ray**:

I am morally certain of the following facts:

Reverend James Ray engaged in sexual activity with a minor during the years 1976-1982. He also engaged in sexual activity with an adult male in 1993.

Because the sexual activity with the minor was done in the context of Father Ray's relationship with the minor's family, I cannot assign him to a ministry where he would come in contact with families. This would preclude any parish ministry.

I have therefore determined that Father Ray's Archdiocesan faculties must be removed for a period of three years. At the end of that period of time, I will again make a determination about this matter. Father Ray is permitted to celebrate Mass alone in his room, with no one else present. He may celebrate the Sacrament of Reconciliation and the Anointing of the Sick in danger of death only. His salary shall be determined at the level of an associate pastor, less any administrative expenses as determined by particular law of the Archdiocese of Chicago.

With regard to other matters of where Father Ray might live and what work he might do, I hereby designate the Vicar for Priests and the Professional Responsibility Administrator to act as my delegate in determining these matters.

I also direct the Vicar for Priests, in conjunction with the Professional Responsibility Administrator, to work with Father Ray to determine a monitoring protocol, and to provide Father Ray with any therapeutic intervention as needed.

I also dispense Father Ray from the obligation to wear ecclesiastical garb (c. 284), and urge that he not wear such attire. Furthermore, he is not to represent himself as a priest to those unknown to him nor can he act as an agent of the Archdiocese of Chicago.

I also encourage Father Ray to observe the prescriptions of canons 273 to 289 concerning the obligations and rights of clerics. That is, he is to show reverence and obedience to the Supreme Pontiff and to his ordinary (c. 273); to unite himself with the presbyterate of Chicago and promote the mission of the laity (c. 275); to pursue holiness of life, especially by availing himself of daily prayer, monthly spiritual direction and an annual retreat, if he is physically able to do so (c. 276); to pursue opportunities for continuing education (c. 279); to foster simplicity of life (c. 282); and to foster peace and harmony based on justice (c. 287).

I further urge Father Ray to refrain completely from all things which are unbecoming or foreign to the clerical state (c. 285) and which could bring further scandal upon the Church.

Most especially, because of his actions in the past, I remind Father Ray of his obligation to observe perfect and perpetual continence for the sake of the kingdom and to behave with due prudence toward persons who could endanger this obligation (c. 277).

In issuing this precept, I am also grateful to Father Ray for his patience during this very difficult time and for his cooperation in all that has been asked of him. I hope that by the provisions of this decree Father Ray may renew and deepen his commitment to the priestly life in prayer and penance. I ask that he remember especially in his prayers all those who have suffered from sexual abuse, and ask that the healing power of God be with them and make them whole.

These provisions will remain in effect for a period of three years, at which time they will be reviewed to see if they ought to be renewed or altered in any way.

Given in Chicago, Illinois, on the 22<sup>nd</sup> day of July, 2005. All things to the contrary notwithstanding.

Francis Cardinal George, O.M.I.

Archbishop of Chicago

CAGIE CAGIE

Ecclesiastical Notary

Office of Professional Responsibility

P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279 www.archchicago.org

### **MEMORANDUM**

To:

File – PFR-36

From:

Leah McCluskey, Professional Responsibility Administrator

Re:

Ray, Rev. James [Withdrawn]

Date:

September 21, 2005

Cardinal Francis George, O.M.I., Rev. Patrick Lagges, Judicial Vicar, Revs. Edward Grace and Vincent Costello Vicars for Priests, and PRA traveled to the Cardinal Stritch Retreat House to meet with Rev. James Ray on August 3, 2005. The meeting had been scheduled at the request of Cardinal George so that he could speak with Fr. Ray about the penal precept he was instructed to conduct by Cardinal Ratzinger, then Cardinal Prefect of the Congregation for the Doctrine of the Faith (P.N. 293/03 – 19664)."

Cardinal George began the meeting with a prayer and then provided Fr. Ray with a copy of the decree [see file]. Fr. Ray was informed that Fr. Lagges would send a copy of the decree to his canonical advocate, Rev. Michael P. Joyce, CM.

Cardinal George informed Fr. Ray that this matter was referred to the Congregation for the Doctrine of the Faith on July 31, 2003 and that the response was received from Cardinal Ratzinger on July 15, 2004. The Cardinal also informed Fr. Ray that he has completed his review of the case of sexual misconduct with minors that has been pending against him. Cardinal George read over and summarized the decree and imposed penalties for Fr. Ray.

Fr. Ray was informed that his Vicar for Priests is now Fr. Grace. The Cardinal also informed Fr. Ray that he and the other men withdrawn from ministry and residing at the retreat house are able to say mass in the chapel [of the retreat house] with no one else present.

Cardinal George talked to Fr. Ray about him [Fr. Ray] moving from the retreat house and to another monitored residence. The Cardinal also mentioned the possibility of work for Fr. Ray that was not considered to be public ministry. Fr. Ray was informed that the Vicar for Priests and PRA would work with him on future possible moves and work.

When asked about the appeal process, Fr. Lagges instructed Fr. Ray to speak with Fr. Joyce. Fr. Lagges also informed Fr. Ray that he must first appeal to the Cardinal within ten days of receiving the decree.

Prior to ending the meeting, Fr. Lagges asked Fr. Ray to write "received August 3, 2005" on his copy of the decree.

Cc: Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Rev. Edward D. Grace, Vicar for Priests

## ARCHDIOCESE, OF CHICAGO

Vicar General

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8271 Fax: (312) 337-6379

September 23, 2005

Rev. Thomas Enright Transfiguration Parish 316 W. Mill St. Wauconda, IL 60084-1890

Dear Father Enright:

As you know, Cardinal George has resolved eleven cases of priests heretofore temporarily removed from public ministry as a result of an allegation of abuse of a minor. In accord with our policies and practices, victims and the affected parish communities will be informed about the resolution of the cases. With that in mind, I ask that you share the enclosed letter with your parishioners at Masses this weekend.

I suggest you do so in a manner that, in your judgment, best suits your particular parish situation: pulpit announcement (experience has demonstrated that such announcements are best made after Communion), bulletin announcement/insert, copies distributed after weekend Masses, or a combination of these.

Thank you for your cooperation in fulfilling this request, even though it is with short notice.

Sincerely yours,

Reverend George J. Rassas

Fr. Leoye Rassas

Vicar General

cc: Rev. Farrell Kane, O.Carm.

ARCHDIOCESE, OF CHICAGO

Vicar General

Post Office Box 1979 Chicago, Illinois 60690-1979

> (312) 751-8271 Fax: (312) 337-6379

September 23, 2005

To the Parishioners of Transfiguration Parish:

As you know, some time ago Father James M. Ray was temporarily withdrawn from ministry following Cardinal George's acceptance of the advice of the Independent Review Board that there was reason to suspect that Father Ray engaged in sexual misconduct with a minor. According to Canon Law, this determination by the Review Board was forwarded to the Holy See for its review. This is to report to you that this process has been concluded.

Specifically, the Holy See reviewed and confirmed Cardinal George's acceptance of the advice of the Review Board and authorized Cardinal George to resolve the matter administratively. Pursuant to that instruction, Cardinal George reviewed all of the information collected, listened to the opinions of canonical advocates, and sought advice from his own canonical advisors as well as from assessors who are canon lawyers independent of the Archdiocese of Chicago.

Cardinal George has determined based upon the information presented that sexual misconduct did occur with a minor, and he has prohibited Father Ray from engaging in any public ministry, presenting himself as a priest, or acting as an agent of the Archdiocese of Chicago.

It is my hope and prayer that while this announcement is yet one more reminder of a sad reality, it may also bring a measure of finality and peace to the people of Transfiguration Parish.

Please keep in your thoughts and prayers all those affected by the sin of abuse. They and all of you are daily in my prayer.

Sincerely yours,

Reverend George J. Rassas

Fr. Leoye Rassar

Vicar General

cc: Rev. Farrell Kane, O.Carm.

of an drining!	deaumont from	the files of
or an griginal	document from	i the flies of

	riginal document from the files of
<b>OFFICE</b>	F PROFESSIONAL RESPONSIBILI

P PHUPESSIUNAL RESPUNSIBILITY	OCT 0 3 2005
RCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION IS a red ink stamp!	OFFICE OF PROFESSIONAL RESPONSIBILIT
DO NOTSCORY RAY [name of cleric] has informed this office the	at he will be traveling to
Portland, OR destination address and con	ntact phone number) from
_/0つノローの [departure date] through _//ー/ーロコ	[return date]
[name of cleric] will be monitored by	
[name of travel monitor].	
travel monitor] has accepted the responsibility of verifying the l	Ocation and activities of
[name of cleric] during the aforemention	
[see attached correspondence]	
1. Contacts with minors by [name of cle	ric! must be in the
presence of [name of travel monitor].	
and locations incompatible with a priestly lifestyle are to be a	
2. [name of travel monitor] may be asked	•
activities and whereabouts of [cleric na	
[aforementioned time frame].	
3. As previously noted, the date of return to	's [cleric name]
residence has been scheduled for//-/-01 [aforement	tioned return date].
However, due to weather conditions or emergencies that may	arise, the date may be
changed. In the event of such a circumstance, should the origi	
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Par Pour Date: //	ctobn, 2005
PRA Signature: 1015	5/05
A COUV of this document will be annual to the	

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

OCT 1 0 2005

## TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY
Jim RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] from
10-14-05 [departure date] through /0-16-05 [return date].
name of travel monitor].
travel monitor] has accepted the responsibility of verifying the local billian data with the files of
[name of cleric] during the aforementioned time frame.
[see attached correspondence]  ARCHDIOCESE OF CHICAGO This is a red link stamp!
1. Contacts with minors by [name of cleric] must be in the
presence of [name of travel monitor]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to be avoided.
[name of travel monitor] may be asked to attest to the
activities and whereabouts of [cleric name] over
[aforementioned time frame].
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for $10-16-0 \le 100$ [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: James MRoy Date: 10 October, 2005
PRA Signature: Ham May Date: 10 October, 2005  PRA Signature: 10/15/05
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

COPY

Of par original document from the files of	
FILE OF PROFESSIONAL RESPONSIBILITY  ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION  ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION  ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY  OFFICE OF PROFESSIONAL RESPONSIBILITY	Y
Jim RAY [name of cleric] has informed this office that he will be traveling to  [destination address and contact phone number] from	
12-24-05 [departure date] through 12-25-65 [return date].	
Tim [name of cleric] will be monitored by	
[name of travel monitor] [name of	
travel monitor] has accepted the responsibility of verifying the location and activities of	
[name of cleric] during the aforementioned time frame.	
[see attached correspondence]	
1. Contacts with minors by [name of cleric] must be in the	
presence of [name of travel monitor]. Inappropriate situations	
and locations incompatible with a priestly lifestyle are to be avoided.	
2. [name of travel monitor] may be asked to attest to the	
activities and whereabouts of Tim [cleric name] over	
[aforementioned time frame].	
3. As previously noted, the date of return to's [cleric name]	
residence has been scheduled for 12-25-05 [aforementioned return date].	
However, due to weather conditions or emergencies that may arise, the date may be	
changed. In the event of such a circumstance, should the original plans be	
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Almes M-Roy Date: 6 December 2005	
PRA Signature: MUNIMAN Date: 12 105	
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.	
	3

COPY	PECELVED
of all original document from the mes of	
FICE OF PROFESSIONAL RESPONSIBILITY	DEC 6 2005
ARCHDIOCESE OF CHICAGOTRAVEL/VACATION NOTIFICATION This is a red ink stamp!	ARCHDIOCESE OF CHICAGO OFFICE OF PROFESSIONAL RESPONSIBILITY
DO NOT COPY [name of cleric] has informed this office that he v	vill be traveling to
Boyne Mountain, MI [destination address and contact pl	hone number] from
1-8-06 [departure date] through 1-15-06 [retu	ırn date].
	_
[name of travel monitor].	[name of
travel monitor] has accepted the responsibility of verifying the locatio	n and activities of
[name of cleric] during the aforementioned time	e frame.
[see attached correspondence]	•
1. Contacts with minors by Jim [name of cleric] n	nust be in the
presence of [name of travel monitor]. Inap	propriate situations
and locations incompatible with a priestly lifestyle are to be avoid	ed.
2 [name of travel monitor] may be asked to att	test to the
activities and whereabouts of Jim [cleric name]	over
[aforementioned time frame].	·
3. As previously noted, the date of return to''s [c.	leric name]
residence has been scheduled for _/-/5-06 [aforementione	ed return date].
However, due to weather conditions or emergencies that may arise	, the date may be
changed. In the event of such a circumstance, should the original	plans be
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: James 1 Ren Date: 6 Des	cember, 2005
PRA Signature: July Will Date: 12	1/05
A copy of this document will be provided to the cleric. The original will be plain the Office of Professional Responsibility and a copy will be placed in the cleor Priests? Office.	aced in the cleric's file eric's file in the Vicar

# COPY

an original document from the files of	RECEIVED
CE OF PROFESSIONAL RESPONSIBILITY	
ARCHDIOCESE OF CHICAGO TRAVEL/VACATION NOTIFICATION	DEC 6 2005
This is a red ink stamp!	ARCHDIOCESE OF CHICAGO
I mame of cleric has informed this office that he wil	FICE OF PROFESSIONAL RESPONSIBILITY  1 be traveling to
Celebrity Cruise from Florida  Celebrity Cruise for Idestination address and contact photo	ne number] from
2-17-06 [departure date] through 2-)6-06 [return	datel
	tuatoj.
[name of cleric] will be monitored by	
[name of travel monitor].	[name of
travel monitor] has accepted the responsibility of verifying the location	and activities of
[name of cleric] during the aforementioned time	frame.
[see attached correspondence]	
1. Contacts with minors by Jim [name of cleric] must	st be in the
presence of [name of travel monitor]. Inappr	
	-
and locations incompatible with a priestly lifestyle are to be avoided	•
[name of travel monitor] may be asked to attes	t to the
activities and whereabouts of Jim [cleric name] or	ver
[aforementioned time frame].	
3. As previously noted, the date of return to 176-66 's [clean	ric name]
residence has been scheduled for 2-26-66 [aforementioned	return date].
However, due to weather conditions or emergencies that may arise, t	he date may be
changed. In the event of such a circumstance, should the original pla	ans be
·	
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Affanes Hay Date: 6 Sec.	mber, 2005
PRA Signature: 12/9/	05
A copy of this document will be provided to the cleric. The original will be place in the Office of Professional Responsibility and a copy will be placed in the clerifor Priests' Office.	ed in the cleric's file ic's file in the Vicar
	Revised 8/28/03

() Ja	63	<u></u>	 	W. 270	
		-			ŧ

MAR A & some

TO A VIET MALON TO STATE OF THE	WAIL O O EUUS
TRAVEL/VACATION NOTIFICATION	ARCHDIOCESE OF CHICAGO Office of professional responsibility
ゴル アA〉 [name of cleric] has informed this office that he w	ill be traveling to
LAS VEGAS NV [destination address and contact pho	one number] from
3億-27-06 [departure date] through 3-31-06 [retur	n date].
[name of cleric] will be monitored by	
[name of travel monitor].	_ [name of
travel monitor] has accepted the responsibility of verifying the location	
[name of cleric] during the aforementioned time	al document from the files of
lana mida al- al-	
1. Contacts with minors by [name of cleric] mu	DIOCESE OF CHICAGO s is a red ink stamp! shortingscopy
presence of [name of travel monitor]. Inappr	opriate situations
and locations incompatible with a priestly lifestyle are to be avoided	
2. [name of travel monitor] may be asked to attest	
activities and whereabouts of [cleric name] ov	/er
[aforementioned time frame].	
3. As previously noted, the date of return to''s [clern	
residence has been scheduled for 3 - 3/-06 [aforementioned]	return date].
However, due to weather conditions or emergencies that may arise, the	ae date may be
changed. In the event of such a circumstance, should the original plan	ns be
substantially changed, please contact PRA at [312] 751-5205.	
$\sim$ $\sim$ $\sim$ $\sim$ $\sim$	Leh 2006
PRA Signature: ### 3 6 6	06
A copy of this document will be provided to the cleric. The original will be placed in the Office of Professional Responsibility and a copy will be placed in the cleric for Priests' Office.	in the cleric's file 's file in the Vicar

						_
_	Ī	200.00			ı	
2540	-		- 4	w	Ц	
N 7 3						

MAD A C 2006

TRAVEL/VACATION NOTIFICATION	MAN O CUUO
QFF	ARCHDIOCESE OF CHICAGO GE OF PROFESSIONAL RESPONSIBILITY
TIM RAY [name of cleric] has informed this office that he will be	e traveling to
I M RAY [name of cleric] has informed this office that he will be LAUCLIV NV [destination address and contact phone)	number] from
3-17-06 [departure date] through 3-20-06 [return da	te].
[name of cleric] will be monitored by	
[name of travel monitor].	[name of
travel monitor] has accepted the responsibility of verifying the location and	activities of
[name of cleric] during the aforement of the first	JPY
logg attack at annual WEFICE OF PROFESCI	MAI BECDONOIDU EN
1. Contacts with minors by [name of cleans must be really must be really marked.	E OF CHICAGO
presence of [name of travel monitor]. Inappropri	d ink stamp!
	ātē šīfuātions
and locations incompatible with a priestly lifestyle are to be avoided.	
2. name of travel monitor] may be asked to attest to	the
activities and whereabouts of [cleric name] over	
[aforementioned time frame].	
3. As previously noted, the date of return to's [cleric n	ame]
residence has been scheduled for 3-20-66 [aforementioned retu	m date].
However, due to weather conditions or emergencies that may arise, the d	ate may be
changed. In the event of such a circumstance, should the original plans b	e
substantially changed, please contact PRA at [312] 751-5205.	
Cleric Signature: Safara MRay Date: 6 Mars	A 2006
PRA Signature: July Date: 3 6 0	<u>(</u>
A copy of this document will be provided to the cleric. The original will be placed in in the Office of Professional Responsibility and a copy will be placed in the cleric's fifor Priests' Office.	the cleric's file le in the Vicar

2.

-	-	-	100	-	į	744	-
1.3	B	•	13.00		200		М-
0.4	-		9-1		-	•	

## TRAVEL/VACA

TRAVEL/VACATION NOTIFICATION	MAR 2 7 2006
	ARCHDIOCESE OF CHICAGO FFICE OF PROFESSIONAL RESPONSIBILITY
[name of cleric] has informed this office that he will b	e traveling to
TIM RAY [name of cleric] has informed this office that he will be Washington D.C. [destination address and contact phone	number] from
[departure date] through 4-25-06 [return date]	ite].
[name of cleric] will be monitored by	
[name of travel monitor].	[name of
travel monitor] has accepted the responsibility of verifying the location and	activities of
[name of cleric] during the aforement one draine frai	ocument from the files of
Isee anachea correspondences	SSIONAL RESPONSIBILIT CESE OF CHICAGO
1. Contacts with minors by J m C [name of cleric] This is	p red ink stamp!
presence of [name of travel monitor]. Inappropri	ate situations
and locations incompatible with a priestly lifestyle are to be avoided.	
[name of travel monitor] may be asked to attest to	the
activities and whereabouts of JIm C [cleric name] over	
[aforementioned time frame].	

3.	As previously noted, the date of return to
	residence has been scheduled for 4-25-06 [aforementioned return date].
	However, due to weather conditions or emergencies that may arise, the date may be
	changed. In the event of such a circumstance, should the original plans be
	substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature: PRA Signature:

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar

## ARCHDIOCESE, OF CHICAGO

Office of Professional Responsibility



P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279 www.archchicago.org

April 3, 2006

Rev. James Ray Cardinal Stritch Retreat House P.O. Box 455 Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I want to thank you again for meeting with Revs. Vincent Costello and Edward Grace and myself at the Cardinal Stritch Retreat House on March 22, 2006 to review the enclosed Individual Specific Protocols [ISP].

As we discussed on March 22<sup>nd</sup>, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me no later than April 17, 2006.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely,

Leah McCluskey

Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests

Rev. Michael P. Joyce, CM, canonical advocate



## SUMMARY TIME LINE OF ALLEGATION

ACCUSED

**ACCUSER** 

Name:

Rev. James Ray

Address:

Cardinal Stritch Retreat House

Mundelein, IL

Date of Birth:

Current age:

56

Name of civil attorney:

N/A

N/A

**Date of Ordination [of accused]:** 5/14/75

Location:

Mundelein

Age at ordination:

26

Assignment location of accused:

N/A

Status of accused:

Withdrawn from ministry

Name of canonical advocate:

Rev. Michael P. Joyce, CM

Date allegation received by PRA: 10/11/99

Date allegation formalized with PRA: 10/12/99

Date of initial incident of alleged abuse: 1976

Date of last incident of alleged abuse: 1982

Approximate number of incidents of alleged abuse: numerous

Brief summary of alleged abuse: Fr. Ray touched clothing; was allowed to stay overn	8			
Brief summary and date of response from accuse	ed: 10/22/99			
Stage of disposition by Professional Responsibility Review Board: 11/99—review by Review Board determined that Fr. Ray was not to be alone with minors without a responsible adult present				
Additional allegations made by accuser: None				

## ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser:
Date of Birth:
Current age:
Name of civil attorney:
Date allegation received by PRA: 5/21/90
Date allegation formalized with PRA:
Date of initial incident of alleged abuse:
Date of last incident of alleged abuse:
Approximate number of incidents of alleged abuse:
Brief summary of alleged abuse: Allegation made by victim's attorney in letter written to diocese
Brief summary and date of response from accused:
Stage of disposition by Professional Responsibility Review Board: this matter did not go before the Review Board; however it was substantiated by an Administrative Review as the Review Board was not established until 1992
Additional allegations made by accuser: None

## ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser:			
Date of Birth:			
Current age:			
Name of civil attorney:			
Date allegation received by PRA: 11/20/	Date allegation received by PRA: 11/20/91		
Date allegation formalized with PRA:			
Date of initial incident of alleged abuse:	1974/1975		
Date of last incident of alleged abuse:	1974/1975		
Approximate number of incidents of alleg	ged abuse: one		
Brief summary of alleged abuse:  rectory and asked that he sit on his lap. Fr. Ray box erection;  reported this only happer.  Brief summary and date of response from accuse.  Stage of disposition by Professional Responsibility.	ned one time		
Additional allegations made by accuser: None			
Signature of PRA: Hall Mullion	Date: 4/13/06		

From:

Jan Slattery

To:

McCluskey, Leah 4/19/2006 2:34:34 PM

Date: Subject:

Virtus training

Leah,

Richard Hudzik

have both attended the Virtus training.

Jan

TRAVEL/VACATION NOTIFICATION  ARCHOICESE OF CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY			
TIM RAY [name of cleric] has informed this office that he will be traveling to  Harrah's Laushin NV [destination address and contact phone number] from			
5-15-06 [departure date] through 5-19-06 [return date].			
[name of travel monitor] [name of			
travel monitor] has accepted the responsibility of verifying the location and retroited			
[name of cleric] during the aforementation original document from the files o			
[see attached correspondence] OFFICE OF PROFESSIONAL RESPONSIBILE  ARCHDIOCESE OF CHICAGO	Y		
1. Contacts with minors by [name of cleric] mustic in add ink stamp!  DO NOT COPY			
presence of [name of travel monitor]. Inappropriate situations			
and locations incompatible with a priestly lifestyle are to be avoided.			
2 [name of travel monitor] may be asked to attest to the			
activities and whereabouts of [cleric name] over			
[aforementioned time frame].			
3. As previously noted, the date of return to's [cleric name]			
residence has been scheduled for 5-19-06 [aforementioned return date].			
However, due to weather conditions or emergencies that may arise, the date may be			
changed. In the event of such a circumstance, should the original plans be			
substantially changed, please contact PRA at [312] 751-5205.			
PRA Signature: January Date: 4 9 06			
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.			
<u>,                                    </u>			

### Office of Professional Responsibility 676 N. St. Clair, Suite 1910

MAY 0 1 2005

RECEIVED

COPY

Chicago, IL 60611 (312) 751-5205

ARCHINESE OF LUCAGO

of in original document from the files of

OFFI E OF PROFESSIONAL RESPONSIBILITY IVIDUAL SPECIFIC PROTOCOLS ARCHDIOCESE OF CHICAGO FOR

This is a red ink stamp!
DO NOT COPY

Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office of Professional Responsibility, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Professional Responsibility Administrator (PRA). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).
This ISP for Par James Ray is as follows (PRA to initial all that apply):
1. The client is restricted from being alone with a minor or minors, that is anyone under the age of 18, without the presence of another responsible adult.
2.
3. Continued regular Spiritual Direction with the suggested frequency of times per week/month (please circle one) as recommended by (name of spiritual director). Attendance to Spiritual Direction is to be reflected on "Clergy Daily Log" forms.
4. The "Clergy Daily Log" to be completed on a daily basis and co-signed by the monitor. The log is a tool that is used for the protection of minors, the cleric, the monitor and the Archdiocese. Although it identifies time periods, it is intended to provide a general record of the day rather than a detailed clock. If you are describing an off-site activity, please include your destination and the general purpose of the visit or activity. For example, it is enough to indicate that you did personal shopping at a given Shopping Center rather than the details of each individual store. However, if your self-description is challenged or a complaint is lodged with the Archdiocese, some documentation and verification may be necessary to sufficiently address the situation.
5. (W) Abide by the assignment of residence to <u>Cavatural Styles Retreat House</u>

6.	Must complete and submit the "Travel/Vacation Agreement", and obtain concurrence with the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular location, the Archdiocese is required to notify the Ordinary of that place of your presence there.
7.	

- 8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.
- 9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
- 10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
- 11. On-site visits by the PRA and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with PRA, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his monitor, the PRA, and the VP. The cleric, his monitor, the PRA, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the Professional Responsibility Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: James Millen	Date: 15 Gyml 2006
Printed Name: AMES M. RKY	
Signature of PRA: The Millian Signature of PRA:	_ Date: 51104
Signature of VP: Edward D. Grope	Date: 5/3/06
Additional, written notations appended to this document? yes	no
(Revised 1/XII/04)	/

### ARCHDIOCESE, OF CHICAGO



Office of Professional Responsibility



P.O. Box 1979 Chicago, Illinois 60690-1979

> (312) 751-5205 Fax: (312) 751-5279 www.archchicago.org

May 10, 2006

Rev. James Ray P.O. Box 455 Mundelein, Illinois 60060-0455

Dear Fr. Ray,

Enclosed with this letter is a copy of your current completed and signed Individual Specific Protocol. Please note that copies of this document have also been sent to your canonical advocate, Vicar for Priests, and to your on-site monitor Deacon Richard Hudzik.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

Leah McCluskey

Professional Responsibility Administrator

Enclosure

Cc:

Rev. Edward Grace, Vicar for Priests

Deacon Richard Hudzik, On-site Monitor

Rev. Michael P. Joyce, CM, Canonical Advocate

May 22 Octobra Cardinal StritchRetreat H	847 566 6082 p.1
of an original document from the files of	RECEIVED
OFFILE OF PROFESSIONAL RESPONSIBILITY  ARCHDIOCESE OF CHICAGO  TRAVEL/VACATION NOTIFICA	MAY 2 2 2006
This is a red ink stamp!  DO NOT COPY	ARCHDIOCESE OF CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY
JIM RAY [name of cleric] has informed this office	that he will be traveling to
MILAN, ITALY [destination address and o	contact phone number] from
6-6-06 [departure date] through 6-14-06	return date].
[name of cleric] will be monitored	l by
[name of travel monitor]. The	name of
travel monitor] has accepted the responsibility of verifying the	ne location and activities of
[name of cleric] during the aforement	
[see attached correspondence]	
1. Contacts with minors by J   M [name of	cleric] must be in the
presence of[name of travel monitor	or]. Inappropriate situations
and locations incompatible with a priestly lifestyle are to	be avoided.
2. They [name of travel monitor] may be as	ked to attest to the
activities and whereabouts of [cler	ic name] over
[aforementioned time frame].	

PRA Signature: January Date: 22 May, 2000

PRA Signature: 5/30/06

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

Revised 8/28/03

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP



**ARCHDIOCESE PRIESTS** A0 / 3 2 3 Employee Number Social Security Number Active F/T \_\_\_\_\_ Active P/T \_\_\_\_ Active P/T Benefits \_\_\_\_\_ Position \_ Ordination Date 1975 Transfer to P.C. DateTransfer from Agency/Parish/School# \_ No. 10152\_\_ Agency\_ Dept. Name\_ Effective Date: \_\_ Pay through payroll **Regular Salary** Non-Payroll Compensation (Compensation Book) Other: Type Total through Payroll Total Non-Payroll \_\_ PR\_\_\_\_ OC\_\_\_\_ SW\_\_\_\_ SL\_\_\_ EEOC: OM\_\_\_\_ Work Phone\_\_\_\_ Handicap: Yes No Mailing Address Street, City, State, Zip Code Dental Insurance: Yes\_\_\_\_ No\_\_\_\_ Name of Dental Plan\_\_\_\_ Payroll Direct Deposit: Yes\_\_\_\_No\_\_\_Forms attached: Yes\_\_\_\_No\_\_\_Federal/State Taxes: Yes\_\_\_\_No\_\_\_Forms attached: Yes\_\_\_\_No\_\_\_ Defined Contribution Plan (AETNA) Yes\_\_\_\_ Amount per year \$\_\_\_\_ TRANSFERS – EFFECTIVE DATE Transfer From \_ To\_ Name Parish #, School #, or Agency # Personnel Services - Interim Salary # Transfer From \_ Personnel Services - Interim Salary # Name Parish #, School #, or Agency # Transfer From \_ To Location Termination/Resignation/Date\_ Reason\_\_\_\_ Department Director/Date Agency Director/Date Director, Human Resources/Date Chancellor/Date Director, Personnel Services/Date

Pink: Agency

Gold: Benefits

Original: Payroll

Yellow: Human Resources

Rev. 5/04

HEULIVED

AUG 03 2006 TRAVEL/VACATION NOTIFICATION ARCHDIOCESE OF CHICAGO NOTE: This form must be submitted to PRA three weeks prior to planned of plantage ESSIONAL RESPONSIBILITY In event of an emergency need, contact PRA or Vicar for Priests to discuss travel JIM RAY [name of cleric] has informed this office that he will be traveling to [destination address and contact phone number] 2209 Beaumon TCF, Aurora from 8-5-06 [departure date] through 8-6-06 [return date]. IIm [name of cleric] [name of chaperone]. PRA may contact will be chaperoned by the chaperone at the following phone number prior to departure The identified chaperone has accepted the responsibility of verifying the location and JFFICE OF PROFESSIONAL RESPONSIBILIT of an original document from the files of activities of JIM [name of cleric] during the aforementioned time frame.

1. Contacts with minors by \_\_\_\_\_\_ [name of cleric] must be in the presence of the identified chaperone. Inappropriate situations and locations incompatible with a priestly lifestyle are to be avoided.

2. The identified chaperone may be asked to attest to the activities and whereabouts of [cleric name] over the aforementioned time period of travel.

3. As previously noted, the date of return to \_\_\_\_\_\_\_\_'s [cleric name] However, due to weather conditions or emergencies that may arise, the date may be changed. In the event of such a circumstance, should the original plans be substantially changed, please contact PRA at [312] 751-5205.

Cleric Signature:

PRA Signature:

A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.

### TRAVEL/VACATION NOTIFICATION

NOTE: This form must be submitted to PRA three weeks prior to planned departure In event of an emergency need, contact PRA or Vicar for Priests to discuss travel

In event of an emergency need, contact PRA or Vicar for Priests to discuss travel
Image of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Sinklise Beach, MO  (Lake of the Ozarles  from 9-10-06 [departure date]
through 9-15-06 [return date]. JIM [name of cleric]
will be chaperoned by [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure The
identified chaperone has accepted the responsibility of verifying the location and
activities of [name of cleric] during the aforementioned time
frame. of an original document from the files of
1. Contacts with minors by 1 M [name of circle] must be in the RESPONSIBILITY  ARCHDIOCESE OF CHICAGO
presence of the identified chaperone. Inappropriate situations and locations ink stamp!
incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of
[cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to, s [cleric name]
residence has been scheduled for 9-15-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: May Date: 21 Caugust, 2006  PRA Signature: Date: 911 06 (My puron)
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.  Revised 3/28/06

SEP 2 5 2006

### TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO

NOTE: This form must be submitted to PRA three weeks prior to planned departure  In event of an emergency need, contact PRA or Vicar for Priests to discuss travel
Iname of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] WestLina, OR
from 10-26-06 [departure date]
through <u>11-6-06</u> [return date]. <u>Jim</u> [name of cleric]
will be chaperoned by [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure. The
identified chaperone has accepted the responsibility of verifying the location and
activities of I M [name of cleric] during the aforementioned time of an original document from the files of
frame. UFFICE OF PROFESSIONAL RESPONSIBILITY
1. Contacts with minors by I I I I I I I I I I I I I I I I I I
presence of the identified chaperone. Inappropriate situations and Realions COPY
incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of
[cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to
residence has been scheduled for //-6-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
PRA Signature: Date: 25 September 2006  PRA Signature: Date: 10/4/06 WWW.  A copy of this document will be provided to the cleric. The original will be placed in the cleric's file will be provided to the cleric.
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.  Revised 3/28/06

o

DEC 0 7 2006

### TRAVEL/VACATION NOTIFICATION

TRAVEL/VACATION NOTIFICATION  ARCHDIOCESE OF CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY  NOTE: This form must be submitted to PRA three weeks prior to planned departure  In event of an emergency need, contact PRA or Vicar for Priests to discuss travel
[destination address and contact phone number] $\frac{Sartet, IL}{}$
from 13-)4-06 [departure date]
through 11-15-06 [return date]. I'm [name of cleric]
will be chaperoned by [name or chaperone]. PRA may contact
the chaperone at the following phone number prior to departure
identified chaperone has accepted the responsibility of verifying the location and
activities of [name of cleric] during the aforementioned time frame  OFFICE OF PROFESSIONAL RESPONSIBIL!
frame.  ARCHNICESE OF CHICAGO  1. Contacts with minors by [name of cleric] must be invited for the stamp!
presence of the identified chaperone. Inappropriate situations and locations TCOPY
incompatible with a priestly lifestyle are to be avoided.
2. The identified chaperone may be asked to attest to the activities and whereabouts of
[cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to
residence has been scheduled for 11-25-06 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: Jane 1 Recessor, 2006  PRA Signature: Mary March Date: 12/1/06 - 414 Not 100 1/200
- Cov (//mpcivi
A copy of this document will be provided to the cleric. The ariginal will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.  Revised 3/28/06

DEC 0 7 2006

TRAVEL/VACATION NOTIFICATION

ARCHDIOCESE OF CHICAGO
OFFICE OF PROFESSIONAL RESPONSIBILITY

NOTE: This form must be submitted to PRA three weeks prior to planned departure  In event of an emergency need, contact PRA or Vicar for Priests to discuss travel
JIM RAY [name of cleric] has informed this office that he will be traveling to
[destination address and contact phone number] Boyne Mountain, MI
from $1-7-07$ [departure date]
through 1-14-07 [return date]. I m [name of cleric]
will be chaperoned by [name of chaperone]. PRA may contact
the chaperone at the following phone number prior to departure The
identified chaperone has accepted the responsibility of verifying the location and
activities of [name of cleric] during the aforementioned time
frame.  of an original document from the files of  name of an original document from the files of  name of an original document from the files of
presence of the identified chaperone. Inappropriate situations and locations of the identified chaperone. This is a red ink stamp!
incompatible with a priestly lifestyle are to be avoided.  DO NOT COPY
2. The identified chaperone may be asked to attest to the activities and whereabouts of
[cleric name] over the aforementioned time period of travel.
3. As previously noted, the date of return to's [cleric name]
residence has been scheduled for /-7-07 [aforementioned return date].
However, due to weather conditions or emergencies that may arise, the date may be
changed. In the event of such a circumstance, should the original plans be
substantially changed, please contact PRA at [312] 751-5205.
Cleric Signature: May Date: 7 Decembr, 2006  PRA Signature: Date: 12 7 06 did not college one
PRA Signature: Date: 12 7 06 days one
A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar
for Priests' Office.  Revised 3/28/06

1/4/0	RECEIVED	
Surd Elli	TRAVEL/VACATION NOTIFICATION  JAN 17 2007  NOTE: This form must be submitted to PRA three weeks prior to planned departure  In event of an emergency need, contact PRA or Vicar for Priests to discuss travele of CHICAGO  OFFICE OF PROFESSIONAL RESPONSIBILITY	
from the files. RESPONSIBIL	3 [name of cleric] has informed this office that he will be traveling to	
PY  Ant from the f  VAL RESPON  OF CHICAGO	from $Q-6-0.7$ [departure date]	
OFFICE OF PROFESSIONAL	fhrough <u>3-16-07</u> [return date]. <u>JW</u> [name of cleric]	
n original of PROF	will be chaperoned by the chaperone at the following phone number prior to departure.	
of a OFFIC	identified chaperone has accepted the responsibility of verifying the location and	
	activities of TIM [name of cleric] during the aforementioned time	
	frame.	
	1. Contacts with minors by [name of cleric] must be in the	
	presence of the identified chaperone. Inappropriate situations and locations	
·	incompatible with a priestly lifestyle are to be avoided.	
	2. The identified chaperone may be asked to attest to the activities and whereabouts of	
	[cleric name] over the aforementioned time period of travel.	
	3. As previously noted, the date of return to's [cleric name]	
	residence has been scheduled for	
	However, due to weather conditions or emergencies that may arise, the date may be	
	changed. In the event of such a circumstance, should the original plans be	ż
	substantially changed, please contact PRA at [312] 751-5205.	m
	Cleric Signature: Mach Marke: 18 January 2007  PRA Signature: Mach Marke: 2507	N Fre
	A copy of this document will be provided to the cleric. The original will be placed in the cleric's file in the Office of Professional Responsibility and a copy will be placed in the cleric's file in the Vicar for Priests' Office.  Revised 3/28/06	am Texas WI friends
2/5/07 - F FURANS 1	PRA spoke NI	J W S

### ARCHDIOCESE, OF CHICAGO



Office of Professional Responsibility

Leah R. McCluskey, MSW, LSW Administrator 312-751-5205 Imccluskey@archchicago.org

Patricia J. Zacharias, LCPC, CADC, CEAP Assistant Administrator 312-867-8793 pzacharias@archchicago.org Post Office Box 1979 Chicago, Illinois 60690-1979 1-800-994-6200 312-751-5279 (fax)

January 19, 2007

Rev. James Ray P.O. Box 455 Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I am writing to you in regards to the TRAVEL/VACATION NOTIFICATION form that you have agreed to fill out and return to me three weeks prior to any planned overnight absence from your residence of the Cardinal Stritch Retreat House. Upon filling out the form, please provide a copy to Deacon Richard Hudzik prior to sending it to my office. This is to ensure that Deacon Hudzik is aware of your planned overnight absence in the event that he does not receive a copy of the notification form from my office prior to any planned departure. I have enclosed a blank copy of the notification form with this letter.

Rev. Edward Grace and I will be in contact with you regarding any future additional changes to your Individual Specific Protocol, Daily Log, and/or Travel/Vacation notification forms. If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely.

Leah McCluskev

Professional Responsibility Administrator

Enclosure

Cc Rev. Edward Grace, Vicar for Priests

Deacon Richard Hudzik

Rev. Michael P. Joyce, CM, canonical advocate

Rev. Daniel A. Smilanic, Cardinal's Delegate to the Review Board

CONFIRMED that For Kay was staying without in Galena or Stated; I revisind Truck to call 2/12/07. Same recordung-Whatole to leave missage. 2/12/07 - called Am Ray 4 a diff. phone # 4 1/2/07- left a voicement of requested volumn call ON 2/5/07 and 2/8/07 to confirm unfo. Unable to reach and/or leave 2/21/07-5+11 can't reach shalled Fr. Ray to davify It is 1/21/07- message stating that all CIVILITY are bousy — can't leave a Mussage (called 3xs) 2/13/07 - Spoke NI Fr. Ray. Will check phone # + call back. OFFICE OF PROFESSIONAL RESPONSIBILITY ARCHDIOCESE OF CHICAGO RECEIVED FEB 0 5 2007 PRA Hud to call OFFICE OF PROFESSIONAL RESPONSIBILITY of an original document from the files of Mussage. TRAVELLYALALIUM AND TRAVELLYALALIUM NOTE: This form must be submitted to PRA three weeks prior to planned departure.

In event of an emergency need, contact PRA or Vicar for Priests to discuss travelARCHDIOCE OF CHICAGO

This is a rejd ink stamp! DO NOT COPY COPY Revised 3/28/06 1 TMRAY [name of cleric] has informed this office that he will be traveling to mane of chaperonel. PRA may contact A copy of this document will be provided to the cieric. The original will be placed in the cleric's file to the Office of Professional Responsibility and a copy/will be flaced in the cleric's file in the Vicar [name of cleric] 2. The identified chaperone may be asked to attest to the activities and whereabouts of However, due to weather conditions or emergencies that may arise, the date may be [clenc name] over the aforementioned time period of travel. [name of cleric] during the aforementioned time residence has been scheduled for 2-15-07 [aforementioned return date]. [name of cleric] must be in the identified chaperone has accepted the responsibility of verifying the location and 3. As previously noted, the date of return to 16 W 's [cleric name] Date: 5 February presence of the identified chaperone. Inappropriate situations and locations destination address and contact phone number] CALEUM, IC changed. In the event of such a circumstance, should the original plans be from 2-23-07 [departure date] the chaperone at the following phone number prior to departure substantially changed, please contact PRA at [312] 751-5205. incompatible with a priestly lifestyle are to be avoided. through 2-15-07 [return date] 1. Contacts with minors by activities of JIM will be chaperoned by Cleric Signature: PRA Signature: Retreat **~**L007 3:24PM<u>\_</u> ٦. 0010 Stritch

### ADDITIONAL ALLEGATIONS AGAINST ACCUSED

Name of accuser:		
Date of Birth:		
Current age:		
Name of civil attorney:		
Date allegation received: 11/20/91		
Date allegation formalized:		
Date of initial incident of alleged abuse:	1974/1975	
Date of last incident of alleged abuse:	1974/1975	
Approximate number of incidents of alle	eged abuse: one	
Brief summary of alleged abuse:  Fr. Ray bounced around and got reported this only happened one time  Brief summary and date of response from accused:  Stage of disposition by Review Board:		
Additional allegations made by accuser: None	>	
Signature of Director: Hall Mall	Date: 4/12/07	

#### Victim Statement Abstract

This abstract supplements a brief summary recording the details of Victim JT's allegation of abuse against Fr. James Ray. According to the summary, prepared by Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review on April 12, 2007, Victim JT alleged a single incident of alleged abuse by Ray. The incident occurred at the St. Anastasia rectory in approximately 1974 or 1975.



## ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### HAND DELIVERED

April 13, 2007

Deacon Richard Hudzik Cardinal Stritch Retreat House P.O. Box 455 Mundelein, Illinois 60060-0455

Dear Deacon Hudzik,

Enclosed with this letter is a copy of the summary of allegations of the sexual abuse of minors against Rev. James Ray that have been received by the Office for Child Abuse Investigations and Review to date. You will also find copies of the most recent "Clergy Daily Log" and "Travel/Vacation Notification" forms that Fr. Ray will be directed to use as a client of this office.

As you know, one of our Vicars for Priests Rev. Edward Grace and myself are scheduled to meet with Fr. Ray today to review with him his updated Individual Specific Protocol [ISP]. Once I have a signed copy of Fr. Ray's updated ISP, I will forward a copy to you for your information and records.

If you have any questions, please feel free to contact me at [312] 751-5205.

Sincerely,

Leah McCluskey

Director, Office for Child Abuse Investigations and Review

Cc Rev. Edward Grace, Vicar for Priests

Rev. Daniel Smilanic, Cardinal's Delegate to the Review Board

Office for Child Abuse Investigations and Review
737 N. Michigan Ave.: Suite 900
Chicago: Illinois 60611
(312) 751-5205
INDIVIDUAL SPECIFIC PROTOCOES
For
Rev. James Ray

The Individual Specific Protocols (ISP) implement the primary goal of promoting the safety of minors. Additionally, the ISP protects the integrity of the Church and serves as a safeguard for individual priest or deacon. As long as the cleric is a client of the Office for Child Abuse Investigations and Review, he will be subject to appropriate protocols, restrictions and monitoring under the authority of the Vicar for Priests and supervised by the Director of the Office for Child Abuse Investigations and Review (Director). The agreement of a priest or deacon to abide by these protocols is not understood to prove the truth of any allegation and is not intended to be an admission of guilt for any delict or crime, whether in Canon Law, or State and Federal Law. This agreement represents the cooperation of the cleric with his bishop as he exercises his pastoral office (e.g., Canons 369 and 392).

The client is restricted from being alone with a minor or minors, that is anyone under the age of

This ISP for Rev. James Ray is as follows (Director to initial all that apply):

. <u> </u>	18 without the presence of another responsible adult.
2.	
۷.	
•	
•	
3.	
-	
4.	The "Clergy Daily Log" to be completed on a daily basis and co-signed by the on-site
	supervisor. The log is a tool that is used for the protection of minors, the cleric, the on-site
	supervisor and the Archdiocese. Although it identifies time periods, it is intended to provide a
	general record of the day rather than a detailed clock. If you are describing an off-site activity,
	please include your destination and the general purpose of the visit or activity. For example, it is
	enough to indicate that you did personal shopping at a given Shopping Center rather than the
	details of each individual store. However, if your self-description is challenged or a complaint is
	lodged with the Archdiocese, some documentation and verification may be necessary to
	sufficiently address the situation.
	Surriciently address the situation.
- /	Abide by the assignment of residence to Cardinal Stritch Retreat House, Mundelein, IL.
D. [[	A Additional transfer of the statement o

6.	Must complete and submit the "Travel/Vacation Agreement," and obtain concurrence with
	the Agreement, prior to a scheduled departure. In the event of a prolonged stay in a particular
	location, the Archdiocese is required to notify the Ordinary of that place of your presence there.
7.	

- 8. No inappropriate use of computers, software, Internet capabilities, communications tools or video technology. The standards articulated in the *Policies and Procedures of the Archdiocese of Chicago* and the *Handbook For Archdiocesan Employees* apply as they do to all Archdiocesan personnel.
- 9. No ministerial participation in the public celebration of the Eucharist or any other Sacrament or Sacramental without the prior, written permission of the Vicar for Priests.
- 10. Refrain from wearing any garb that would give the appearance of, or seem to infer, a priest/deacon who has canonical faculties and is currently assigned to some ministry (e.g., the 'clerical shirt').
- 11. On-site visits by the Director and the VP annually to include a meeting with the cleric.

This Individual Specific Protocol is to be reviewed annually with the Director, VP, and the cleric. Also, there can be additional, written notations tailored to the needs of a specific situation which are signed by all parties and appended to this document. Any change or alteration to this agreement will involve consultation with the cleric, his on-site supervisor, the Director, and the VP. The cleric, his on-site supervisor, the Director, or the VP can initiate the discussion for change or alteration, or request that this Individual Specific Protocol be reviewed by the independent Review Board. At the discretion of any of the parties, the legal and/or canonical counsel of the cleric may be involved in the discussions.

I have reviewed, understand, and agree to all of these individual specific Protocols.

Signed: 

Date: 

Date: 

Non, 2007

Printed Name: 

Signature of Director: 

Additional, written notations appended to this document? yes 

No. 2007

### ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5388 312-751-8307, fax

May 31, 2007

Rev. James Ray P.O. Box 455 Mundelein, Illinois 60060-0455

Dear Fr. Ray,

I wanted to thank you again for taking the time to meet with Rev. Vincent Costello, Rev. Edward Grace, and myself last month to review the enclosed Individual Specific Protocols [ISP].

As we discussed on April 13<sup>th</sup>, I am returning the ISP and the related forms that we reviewed to you and have forwarded copies to your canonical advocate as well. I ask that you review and discuss the ISP with your counsel and then return the signed protocol to me by June 14, 2007.

If you have any questions, please feel free to contact me at [312] 751-5205 or Fr. Grace at [312] 642-1837.

Sincerely.

Leah McCluskey

Director, Office for Child Abuse Investigations and Review

**Enclosures** 

cc Rev. Edward Grace, Vicar for Priests

Rev. Michael P. Joyce, CM, canonical advocate

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

### **ARCHDIOCESE PRIESTS**

Ray James			201 323		
Last Name, First, Middle Initial	Social Se	curity Number	Employee Number		
Active F/T Active P/T Active P/T					
Ordination Date 1975 Transfer to P.C.	DateTransfer	from Agency/Parish/Sc	hool#		
Dept. NameN		<b>A</b> .			
Pay through payroll Regular Salary (Compensation Book) Other: Type  \$ 2, 529	Effective Date: Non-Payroll Compen Type	<u>July 1, 200</u> sation  \$	<u>7</u> -		
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		- \$ - \$ - \$	<del></del>		
Total through Payroll \$ 22, 761	Total Non-Payroll	\$			
Comments 10 70 reduction	in solary par	Carsinal &	Design		
	<i>\( \)</i>		0		
	_PROCSW	SLOt	herVeteran		
Home Phone Work Ph	one	Handicap: Yes	No		
Mailing Address					
Street, City, State, Zip Code					
Dental Insurance: Yes No Name of Dental Plan					
Payroll Direct Deposit: YesNoForms attached: YesNoFederal/State Taxes: YesNoForms attached: YesNo					
Defined Contribution Plan (AETNA) Yes No					
	-				
TRANSFERS – EFFECTIVE DATE					
Transfer FromName Parish #, School #, or	To Agency# F	Personnel Services – Int	erim Salary#		
Transfer From Personnel Services – Interim	To	Name Parish #, School #	‡, or Agency#		
Transfer From	То				
Location Termination/Resignation/Date		Location Reason			
1=	<b>3</b>		3		
Agency Director/Date Depart	ment Director/Date	Director, Human	Resources/Date		
Chancellor/Date Director	r, Personnel Services/Date				
Original: Payroll Yellow: Human Re	sources Pink: Agenc	y Gold: Bene	efits <i>Rev. 5/04</i>		

# P.O. BOX 455 MUNDELEIN, IL 60060-0455

Francis Cardinal George, O.M.I. Archbishop of Chicago P.O. Box 1979 Chicago, IL 60690

Your Eminence,

I humbly ask, Your Eminence, a dispensation from all obligations arising from priestly ordination. I was born in Evanston, Illinois on I was ordained a priest on 14 May, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois.

As you know, I was removed from parish ministry 15 November, 1991. I worked at Catholic Charities of the Archdiocese for ten and a half years and was allowed to do a limited amount of public ministry. In the past six and a half years I have not been allowed to do any public ministry. For my own spiritual and emotional welfare I request this dispensation.

Please be assured of my continued prayers for you and the ministry of our Archdiocese.

1

Respectfully yours,

Jamesy M. Kay

### ARCHDIOCESE OF CHICAGO

Office of the Chancellor Jimmy M. Lago



Post Office Box 1979 Chicago, Illinois 60690-1979

> 312-751-5382 Fax: 312-751-5381

April 9, 2008

Reverend James Ray Cardinal Stritch Retreat House PO Box 455 Mundelein, IL 60060-0455

Dear Father Ray,

This letter is to update you on actions we are taking to upgrade our monitoring and supervision program. For the past year, we have been reviewing the recommendations from the consultants we hired in 2006 as well as the Ad Hoc Committee who worked with us this past year to redesign our programs for oversight and compliance. We are now in the process of implementing improvements to both of these programs.

We have engaged Dr. Monica Applewhite, former president of Praesidium, Inc., the national accrediting body for religious communities seeking to comply with the *Charter for the Protection of Children and Youth* and *Essential Norms*, to design and recommend an individual protocol with each removed priest. Secondly, we have hired a new compliance supervisor, Ms. Shawnte Jenkins, to oversee compliance with these agreements and protocols.

The Vicar for Priests and members of the Office for the Protection of Children and Youth will be in contact with you to discuss these changes.

Please give them your cooperation.

Sincerely

Changellan

cc. Cardinal Francis George

Fr. John Canary

Fr. Vince Costello

Fr. Ed Grace

Jan Slattery

-mindel 08

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET UP

# ARCHDIOCESE PRIESTS

Ray James		201323
Last Name, First, Middle Initial	Social Security Number	
Active F/T Active P/T Active P/T Benefits _	Position	
Ordination Date 1975 Transfer to P.C.	DateTransfer from Agency/Parish	/School#
Dept. Name No. <u>/ 0/ 5</u>	//	No. 104//
(Compensation Book) No	ffective Date:	<u>008</u> 
. 18 600	\$ \$	<del></del>
Total through Payroll \$ 177 To	otal Non-Payroll \$	 
Comments		
Birth Date EEOC: OM PRC	DCSWSLADM	OtherVeteran
Home Phone Work Phone	Handicap: Yes_	No
Mailing Address		
Street, City, State, Zip Code  Dental Insurance: Yes No Name of Dental Plan  Payroll Direct Deposit: Yes No Forms attached: Yes No		
Defined Contribution Plan (AETNA) Yes No	Amount per year \$	
TRANSFERS - EFFECTIVE DATE		
Transfer From Name Parish #, School #, or Agency #	To Personnel Services -	- Interim Salary #
Transfer From Personnel Services – Interim Salary #	To Name Parish #, Scho	ool #, or Agency #
Transfer From	ToLocat	
Location Termination/Resignation/Date	Reason	ion 
Agency Director/DateDepartment Direct		nan Resources/Date
Chancelloi/Date Department Director, Personne	21-08 el Services/Date	ian Nescalces/Dale
Original: Payroll Yellow: Human Resources	Pink: Agency Gold: E	Benefits Rev. 5/04

### ARCHDIOCESE OF CHICAGO

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

#### DECREE



On July 22, 2005, I issued a decree removing Archdiocesan faculties from **Reverend James**Ray, since I had determined that he had committed the delict of c. 1395§2. I also dispensed him from the obligation to wear ecclesiastical garb and forbade him to represent himself as a priest to those unknown to him or to act as an agent of the Archdiocese of Chicago. He was permitted to celebrate the Most Holy Eucharist privately, and celebrate the sacraments of Penance and the Anointing of the Sick for those in danger of death.

In giving me permission to provide for Father Ray's case for a determinate period of time by means of a penal decree and precept, the Congregation for the Doctrine of the Faith also allowed for the possibility that "at the end of the said determinate period the competent Ordinary may deem it necessary, upon review of the circumstances, to issue a new decree for a further period of time." (CDF P.N. 293/03-19664)

Since neither the circumstances nor the particular law for the United States has changed in the past three years, I renew the provisions of my decree of July 22, 2005 for another three years. Since the responsibility for determining the terms of monitoring has now been given to the Office for Protection of Children and Youth, it is that office that will work with Father Ray to establish a specific protocol for his monitoring and therapeutic intervention.

Given in Chicago, Illinois, on the 22<sup>nd</sup> day of July, 2008.

Francis Cardinal George, O.M.I.

Archbishop of Chicago

Ecclesiastical Notary

Is the the Roy Islemin - CF P. 34 ref to Lot Islemies."

Extere Jeni Roy Islemies - CF P. 34 ref to Lot Islemies."

JENKINS:

This is Shawnte Jenkins and I'm here today, September 10, 2008,

with Father Ray. Can you please state and spell your name?

RAY:

James Ray. J-A-M-E-S R-A-Y.

JENKINS:

And do you know you're being recorded?

RAY:

Yes I do.

**JENKINS**:

Okay. I'm just going to start with a little bit of background

information about your upbringing so can you start by letting us

know, were you raised Catholic?

RAY:

Yes.

JENKINS:

And did you go to Catholic school? A little bit about your childhood

and your experiences being Catholic while you were young.

RAY:

Well I was raised Catholic, at the grammar school, Catholic High School and, of course, in the seminary system. Actually my mother was a convert to Catholicism, but she converted before I was born.

JENKINS:

Which grammar school did you go to?

RAY:

Well first grade I went to Holy Cross in Deerfield and then second and third grade I went to St. Thomas Aquinas in Fairfield, Connecticut and then fourth, fifth and sixth grade I went to Holy Cross in Deerfield, seventh and eighth grade I went to St.

<inaudible 01:10>.

JENKINS:

Now what was the break when you were in Connecticut?

RAY:

My dad was transferred to New York and so we moved to Connecticut because my mother's one sister lived in Connecticut and we moved to the town next to them and while there, my mother contacted lupus and cancer and so she was sick so my dad took a job back here in Illinois so that she could be near her parents. We were in Connecticut from 56, to 58, and then my mom died in

January 59.

APPLEWHITE:

Of lupus ultimately?

RAY:

Well, I was just a kid and one person said it was lupus and another

person said it was cancer.

APPLEWHITE:

All related probably. That's too bad. How old were you?

Page **1** of **35** 

RAY:

She died five days before my tenth birthday and my youngest brother, there were six of us and my youngest brother was just a year old and then two and a half years later my dad remarried. That's when we moved to and that's why I went to seventh and eighth grade. Married a widow with three kids and

then they had one.

**JENKINS:** 

Oh, okay.

RAY:

So there were ten of us.

JENKINS:

Ten of you. Okay, how about high school?

RAY:

Went to Quigley Preparatory Seminary, North as they called it for

four years.

JENKINS:

So how did you come to enter the priesthood or where do you feel like you made that decision?

RAY:

Well as I told you, I first remember thinking about it was when I was in fourth grade. In those days you often had people coming to the...to talk about vocations and I remember thinking about it in fourth grade and then when we moved to the new parish in seventh and eighth grade, there was a sister there, Sister encouraged...she had a brother who was a priest and she encouraged him into the priesthood and I started thinking about it

again and decided to go to Quigley.

JENKINS:

How did your family feel about it?

RAY:

Oh they were very proud about it.

JENKINS:

Did you have any other siblings or brothers who wanted to join

also?

RAY:

My brother my stepbrother, wanted to take the exam at is what four years younger than I, but something Quigley and happened and he didn't get to the exam so he never went there. And I had a sister who actually went into the convent for years of high school, the Aspirancy, my sister and she was there for four years, Sisters Christian Charity in Wilmot.

At the year she graduated from high school, they closed the Aspirancy down and they wanted the girls that graduate to work a worked a year and re-applied. They thought she

Page 2 of 35

wasn't mature enough. They wanted her to work another year so she said well, heck with that, I'm going to school so she never went back. And actually my dad was a Christian brother at one time. He took temporary vows for several times and finally said it's time to take final vows or get out and he said well, I can't say I'm going to do this forever so he left. Actually at the end of his life he became a permanent deacon after he retired. He got this letter from the parish pastor saying we would like you to consider doing this so...after he retired he went to school for a couple of years and was ordained a deacon, a permanent deacon.

**APPLEWHITE:** 

Oh, that's great.

JENKINS:

When did you finish your education?

RAY:

Well I graduated from high school in 67, college in 71, was

ordained a priest in 75.

JENKINS:

What was your degree in?

RAY:

In College? Sociology.

JENKINS:

Did you...

RAY:

I also had a...ended up getting like a certificate for teaching.

JENKINS:

Did you go into any masters program or doctoral programs?

RAY:

Well the divinity...and then seminary.

JENKINS:

Did you get certified to teach, did you say?

RAY:

Yeah.

JENKINS:

What were you certified to teach?

RAY:

History.

JENKINS:

What grades?

RAY:

K-12.

JENKINS:

Did you ever do any teaching?

RAY:

I taught when I stayed at the seminary. Taught part-time at Carmel High School across the street, at the girls school, taught religion

Page 3 of 35

part-time for two years when I was in the major seminary here and then, of course, at the parish I did teaching.

**JENKINS:** 

How about any other work that you've done?

RAY:

When I was in high school, I worked as a camp counselor in the park district for a couple of years and then two years worked at the parish school as a janitor in the summer into college and then my second or third year of college I started working, well volunteering basically, at St. Mells in Westside, Chicago so I worked there during the summers and on weekends and things like that. At the

end of college, I moved up here to major seminary.

JENKINS:

Any other work experience or history even as an adult?

RAY:

When I was at the seminary full time, I was teaching part-time at the Carmel High School and I worked a couple of nights as a auditor at a Holiday Inn in North Chicago.

JENKINS:

I thought I remembered something about you working at Catholic Charities at some point.

RAY:

Well yeah but as a priest.

JENKINS:

This was after you had been removed and you were doing some....

RAY:

Well yeah. I was removed in November of 1991, and January of 1992, I started worked at Catholic Charities and my title was Liaison for Catholic Health Ministry or Catholic Health Care and basically worked with chaplains in the hospitals and sometimes people have a complaint about the hospital, they'd call me and I'd try to talk to hospital and when Cardinal George came he named Bishop Conway cause he wanted him to be his liaison for Catholic Health Care so Ed and I had lunch together. He was my boss at Catholic Charities at the time.

And also he had home human services with Archdiocese and he said well...what was my title going to be and I said well call me the Assistant Liaison for Catholic Health Ministry and he said well, I think we should call you the Associate Liaison for Catholic Health Ministry and I said, no problem with that. As the old time pastor said, I don't care if you call him an assistant or associate, its still abbreviated A-S-S.

So basically I worked with...well I also worked with, I'm trying to think now, I was working with the Catholic chaplains and the head

Page 4 of 35

of human services. He had a group that we met once a month and I kind of facilitated. It was like people in all human service ministries, the Office for the Deaf and the Blind and the Mentally III, several groups that came together basically once a month to update what was going on and what have you. I also worked part-time at Mercy Hospital as a chaplain.

I said mass there every Saturday afternoon and I was on call for emergencies at night. This was when I was living in the city. Usually two nights a week or so.

JENKINS:

What part of your work would you say you found the most fulfilling?

RAY:

Parish work. As I tell people, the comment you made earlier, when I was in the parish and I went away on vacation and if I was gone for a week, I was chomping at the bit to get back. Now if you want to go someplace for how long, I'm ready, lets go.

JENKINS:

What aspect of the parish life?

RAY:

It was just the variety. Even when I was in high school, I said I never want to sit behind a desk eight hours a day. It was just the variety of it. Different people, kids, adults, seniors, teaching, visiting sick in the hospital, although that wasn't my favorite, but marrying, burying, counseling, just the vast array of the things that you do.

**JENKINS:** 

People oriented work?

RAY:

Yeah. 🕠

JENKINS:

Could you tell us about a typical day now in your current life?

RAY:

Now?

JENKINS:

Yeah, like on a Monday through Friday, what would you do? You wake up in the morning on Monday and what does Father Ray do?

RAY:

Well I get up, I brush my teeth, I make my bed, I take a shower and then I sit down and do morning prayer at 7:30. Celebrate mass or concelebrate mass as the case may be. At 8:00, I go down for breakfast and then I come back up to my room after breakfast and spend a few, not a long time, but reading some scripture and then it varies.

Page 5 of 35

Now that routine is the same everyday, Monday through Sunday. Depending on the days of the week, I mean I do, I cross-stitch and I read and like I say, on Saturday mornings I go to my mom's and I take her out for lunch and short shopping and the hairdresser now that she's not driving anymore. She had her glaucoma attack. Well for instance tomorrow as soon as breakfast is over, some friends of mine who I used to see once a month, moved to Galena, but they're in visiting their grandkids right now in Elgin and so tomorrow morning after, we used to play bridge once a month, so I'm going to go there tomorrow morning after breakfast.

Well, the kids will be in school and we're going to play some pinochle and visit and go out for lunch and then after that I'm going to stop in Aurora. I was at my friends for a cookout a week ago Saturday and left my sunglasses there so I'm going to stop and pick up my sunglasses and I just happen to be going to another friend's in Batavia, for dinner. I see them maybe four or five times a year.

in sixth grade and They do have two kids. fourth grade. I'll have dinner with them and come home. Like yesterday, I was here all morning, did some reading, some crossstitching. In the afternoon I went to Oakbrook and drove into the city for <inaudible 11:53> and then came home.

APPLEWHITE:

Who was the first family? What was the name of that first family that you were seeing that they are not usually around, but they're babysitting their grandkids.

RAY:

APPLEWHITE: Is that

RAY:

No.

APPLEWHITE: That's different.

That's who was a nurse. I met her at Mercy RAY:

Hospital.

APPLEWHITE: Okay, I'm sorry. The first one again?

RAY: have two kids, one lives in lowa, a son. He's married and has three girls. And then their daughter, and her husband live in Elgin and they have two kids, my goddaughter.

Page 6 of 35

APPLEWHITE:

How old is she?

ie Born Aler The was Removed

RAY:

in third grade and

is in sixth grade.

APPLEWHITE:

How much do these folks know about your history?

RAY:

They know. They per se don't know what I may or may not have done, but they know that I was removed and why I was removed.

Yes.

APPLEWHITE:

And they probably vary in terms of the extent to which they really

believe or don't believe or how they defend or don't defend.

RAY:

Yeah

APPLEWHITE:

Okay.

JENKINS:

And you said

your goddaughter?

RAY:

Yes.

JENKINS:

And she's third grade?

RAY:

Yes.

JENKINS:

And she is the daughter of?

RAY:

JENKINS:

Okay. Do you eat many meals here?

RAY:

Not a lot. I do have breakfast and if I'm here for lunch, I have lunch. Well actually I eat more meals here than it shows on the thing cause a lot of times I sign out for dinner when there's no retreatants here. I'll just have some tuna salad or whatever's in the refrigerator. Some guys complain so much about what the dinners are for...in my way I say then why don't you sign out and have a big lunch and just have a sandwich or something for dinner. So rather than waste food, a lot of times I will just sign out for dinner. I mean if I sign out for dinner Friday, but I'll be here for dinner Friday night.

JENKINS:

When you go to dinner...do you normally go to dinner around here

somewhere? What kind of places do you go?

RAY:

Well I never go to dinner by myself. Usually I'm at someone's

and/or house or I go out to dinner with Yeah, I don't go out and have dinner by myself. It's fun going out to eat, I don't

like being by myself.

JENKINS:

Very lonely. How does your weekday differ from your weekend?

RAY:

It doesn't really.

JENKINS:

No?

RAY:

They say around here that The only thing is on Saturdays. Saturday is mother's day, although this week Friday is mother's day

so...

JENKINS:

Does your mom live close to here?

RAY:

She lives in Martin Grove. If the traffic is good, it's a 40-minute drive from here. So usually on Saturday mornings I leave here about ten after nine or so and then actually I don't write it down in

the log, but I stop at Panera's and pick her up a coffee.

APPLEWHITE:

Now, the other things, you kind of went through a series of three stops in that day. Are all of those things...would they be in the log and so and do those people know that they could be contacted?

RAY:

Yes they do.

APPLEWHITE:

Because it's good for you to let them know ahead of time.

RAY:

Oh definitely.

APPLEWHITE:

So they don't get the surprise phone call. Cause there's probably going to be more of that kind of actually calling. Certainly if we can know who the people are with families. And of course we will be asking them about the children who are there, but if you can let us know in advance, that's always good.

RAY:

Well I do. What I do is I buy mom four large coffees, of Hazelnut coffee at Panera and then she puts it in her refrigerator and drinks it

during the week.

APPLEWHITE:

Oh really?

RAY:

Well she likes it. My sister bought her some she could brew at home, but it's not Panera so...and she has to watch...she only has

Page 8 of 35

30% of her kidney so she has to watch her liquid intake so she's got these little cups about this big and about that big of round that she puts the coffee in and puts it in the microwave and she has her coffee. **JENKINS:** When you're taking your mom around, do you all ever go and take your mom to visit families that may have children? RAY: No. JENKINS: What kind of activities do you do with your mom when you're spending the day with her? I know you mentioned the hairdresser which I've seen on the log and taking her to some doctors appointments, but anything else? RAY: No, that's basically it. Well I take her out for lunch. This past Monday, I took her to the heart doctor and then we went out for dinner. **JENKINS:** How about siblings in the area? There's ten of you. I just want to get an idea of your family members, those in the area, who you might spend some time with. RAY: Okay. **JENKINS:** Can you kind of go sibling by sibling? RAY: Sure. Well, my oldest brother lives in JENKINS: I remember that. RAY: Yes. He has four children, only one lives at home. 19 years old and is married and has a son. <sup>→</sup>He lives in Act<u>ually,</u> is my brother's stepson and he's married also. Then he has a son and lives in who's married and has a son and lives in and a daughter is 30 years old, is 28 years old or 29 years old and lives in APPLEWHITE: Who lives in Wisconsin? RAY: I have a nephew who lives in

Page 9 of 35

APPLEWHITE:

RAY:

Oh

Yes.

APPLEWHITE: What's his name? RAY: **JENKINS:** is the one that still lives at home? RAY: No, **JENKINS:** RAY: APPLEWHITE: married. RAY: Yeah married and has twins in the breadbox, his wife does. **JENKINS:** And has? RAY: They have a two-year-old and they are expecting twins. JENKINS: Oh okay. And they live in? RAY: JENKINS: Okay. RAY: and his wife is three years old I believe. And then married and lives in APPLEWHITE: So these are all RAY: wife is h<u>is ex-wife is</u> lives in Let see I go to well on the old forms I'd put on I was going out to dinner with and we'd go to the plays at <inaudible 18:56> with some friends. JENKINS: So ex-wife is and lives in RAY: Correct.

Page 10 of 35

It's between here...you probably drive...you come up 41? You drive...well Hyland Park, is directly west of Hyland Park.

APPLEWHITE:

RAY:

Where's

APPLEWHITE: Oh okay. **JENKINS:** Okay, so that's your brother RAY: My brother lives in Oregon which is south of APPLEWHITE: remarried before we go on? RAY: No. APPLEWHITE: Okay. RAY: She says when we go out it's so nice to go out on date and not have to worry about a goodnight kiss cause we are friends. APPLEWHITE: And you stayed on good terms? RAY: Yes. JENKINS: Did you say was remarried right? RAY: is his wife. JENKINS: okay. RAY: Who is Italian. And Oregon. He has six The youngest lives at home. she's 28. birthday was last week. She's 28 years old. And is 29 and that's has two from his first kids, two kids. marriage who is who is right now in jail out in Oregon and lives in APPLEWHITE: son is named RAY: Yes. APPLEWHITE: RAY: APPLEWHITE: RAY:

Page 11 of 35

JENKINS:

Okay, so that's

RAY:

is married and has two children. I don't see her very often.

JENKINS:

Do you know how old her children are?

RAY:

I think is in kindergarten now and is in second or third grade. Yeah my nlece her father's name is her brother's name is her husband's name is her father-in-law's name is

and her son's name is

APPLEWHITE:

And she decided to call her son

RAY:

Yep.

JENKINS:

Yeah because I was just thought, did I hear him say

APPLEWHITE:

Yeah you did.

JENKINS:

Okay.

RAY:

And then my brother has the two, a stepson and stepdaughter. Oregon. Her husband is lives in have two kids. is in sixth grade I believe and

second grade and she is also my goddaughter.

APPLEWHITE:

I was going to ask if either of them were your godchildren.

RAY:

is and then...

APPLEWHITE:

How old is she?

RAY:

40ish.

RAY:

I'm thinking of She's in second grade.

APPLEWHITE:

APPLEWHITE:

Oh okay.

JENKINS:

She's in second grade so that makes her about seven or eight.

RAY:

Seven or eight yeah.

JENKINS:

And they live in Oregon?

Page **12** of **35** 

RAY: Oregon yes.

APPLEWHITE: Do you have any godchildren who are boys?

RAY: Yes.

APPLEWHITE: And who are they?

RAY: Let me think now. This is from a long time ago. Friends who I

> haven't seen in 20 years down in \_Arkansas. I'm their son's godfather. We'll get to my nephew I'm his godfather.

So that's it for JENKINS:

RAY: Yeah and then lives in Oklahoma. He's married and has three

children, two boys and a girl.

And who is he married to? JENKINS:

RAY:

Okay. And his kids' names? JENKINS:

RAY: I knew you were going to ask me that. I've never met his kids. I

> know the youngest was born, in fact, her first birthday is, I know that cause I did cross-stitch for them with her name on it and then the two boys, one is and I can never remember the other one's name. I think it's but I've never met the kids. may not even be correct, I'm not sure about

that.

JENKINS: And they're how old?

RAY: All under five.

APPLEWHITE: Don't feel bad about it if you can't remember a name. I'm shocked

that you remember as many as you do.

JENKINS: Yeah exactly.

RAY: Well as I say I have nine siblings and 18 nieces and nephews.

APPLEWHITE: Okay. So we've done

RAY: Then the <u>next line</u> is me and then is my stepbrother. He's

. The last time I saw was my father's funeral

Page 13 of 35

four years ago and is seven months younger than I and he's married to a Chinese gal. He calls my mom almost everyday and sees her when he can, but the only thing we can think of is that one time when my dad was going downhill with his Alzheimer and and were at the house and, of course, my dad thinks he's whispering to my mom, but everyone could hear, she's strange, isn't she and so I think since then there was a big split and...we call him up to ask him to family functions cause they never came. We weren't even sure he was going to come to my father's funeral, but you talk to him on the phone, everything is honky dory. Everything is fine. And was a special ed child.

APPLEWHITE:

In what way?

RAY:

My parents just thought he was lazy, but then they, in sixth or seventh grade they had him tested and he had learning disabilities. What they were I don't remember. As a family he had this crossbeam bar that he had to walk on and we'd help him with that. Hold it so he could walk on it and things like that for his balance.

What is learning disability is I couldn't tell you.

APPLEWHITE:

And the woman that you're calling mom now is your...

RAY:

My stepmother, correct.

APPLEWHITE:

But for many many years.

RAY:

My parents would have been married 47 years last month. My dad died a week before their 43 wedding anniversary. And then after

is

JENKINS:

Do

have any children?

RAY:

She has three children from her first marriage who are all grown.

I've never met them.

**JENKINS:** 

Okay.

RAY:

Then there's

She lives in

APPLEWHITE:

Where is that?

RAY:

Just northwest of here. I mean, if there's no traffic, I can get there in 20 minutes from here. And she's married to and they have no children. My sister has so she's retired. She used to teach, in fact, she got a degree in special ed and did special ed for

Page 14 of 35

several years and then she couldn't physically handle that anymore so she went and taught like junior high school for several years and then she finally had to....well she quit that and she did some substitute teaching, but she doesn't do that anymore because by the afternoon she's worn out and it's not fair to the kids or herself.

JENKINS:	What's last name?
RAY:	
JENKINS:	I think I've talked to her.
RAY:	Yeah you called her because we went down for my nephew's graduation from high school, but we actually ended up not spending the night because my brother-in-law had a meeting the next day so we drove home that night, but the original plan was to spend the night down there and come back the next day which we ended up not, we came home the same night from Champagne that is. That's and then is my stepbrother. His last name is also.
JENKINS:	Okay.
RAY:	And he's, I think he's married to
APPLEWHITE:	Not your closest
RAY:	Well when and celebrated their 25 <sup>th</sup> anniversary, he lives in Colorado, there is a state law if you cohabitate for seven years you're legally married. I know they've been together for 27 years cause at wedding one of my sister's said well, rumor has it you sent an announcement off to all of your friends saying congrats, we're not married. She said well I didn't but that sounds like a good idea. And they do not have any children.
· .	And then there's And she goes by She was married, divorce and went back to her maiden name. And she has two boys, who will be 19 in October and who will be 17 in a couple of weeks and is my godson. The boys' last name is
APPLEWHITE:	And there's a third bov?

Page 15 of 35

No, just two.

RAY:

APPLEWHITE: Just two. RAY: Yeah. APPLEWHITE: Where does she live? RAY: APPLEWHITE: How far is that from here? RAY: Three hour drive, two and a half or three-hour drive. JENKINS: This is the graduation you went to. RAY: Yes. APPLEWHITE: RAY: is now a freshmen at junior in high school. APPLEWHITE: You've got two more siblings. RAY: Three more. APPLEWHITE: Three more? Oh okay. and her last name is RAY: The next is APPLEWHITE: I'm sorry, can you give me that last name again. RAY: JENKINS: And she's married? RAY: She's married to and they have three children. 30, she'll be 31 next month and is 28, be 29 next is 14, will be 15 next month. month and second husband. and are from her first marriage and is from her second marriage. APPLEWHITE: Do and have children? RAY: No, neither of them are married.

Page 16 of 35

APPLEWHITE: And where do they live? RAY: APPLEWHITE: I'm sorry, I'm so focused on the last name that I didn't write down her first name. RAY: She's my stepsister, but everyone thinks we're natural brother and sister because we do look kind of a like. We used to. And for so long you've all been...Okay JENKINS: RAY: There's His wife is They just last year moved moved last year, from Connecticut...actually didn't move until this year. He got a job in and then took him nine months to sell the house. They have three children. JENKINS: And they live in RAY: Wisconsin which is just south of Milwaukee. And is, just had a birthday, I don't remember if its' 25 or 26 now, he's engaged, he's in the planning to get married next year. And is, she just graduated from college, so 23 l guess, 22 then just turned 21. She's a junior at the or 23 and then Do any of them have children? JENKINS: RAY: No, none of them are married. is engaged. And then that was is a dentist in Minnesota. JENKINS: Is he married? Good question. Yes. The reason I say that is his wife RAY: and as he has not seen her in many years. APPLEWHITE: What's her name? RAY: It drives me crazy cause he has a bumper sticker on the back of the car that says I heart my wife and he said I was

married for better or worse.

No, heart, I love. I love my wife.

I hurt my wife?

APPLEWHITE:

RAY:

JENKINS: You said that drives you crazy?

RAY: Well because he hasn't seen he

Well because he hasn't seen her. She has nothing to do with him.

She had two sons from a previous marriage. In fact,

I think my brother was the third husband and ever once in a while

I think my brother was the third husband and ever once in a while he'll call up the son. The last I heard she was living with the son. She became pregnant and lost the baby and I guess that's when Has nothing to do with my brother, but

he says he married for better or for worse so...

JENKINS: Do they have any children together?

RAY: No.

APPLEWHITE: That's a sad story.

RAY: It is and my brother's a really good guy. He just doesn't deserve it.

APPLEWHITE: Does he have any contact with...I mean was he a father to the

boys?

RAY: No, no.

APPLEWHITE: Never.

RAY:

RAY: No, but I say I mean once in a while he does call one of the sons

just to check and see how she's doing and what have you.

JENKINS: And you said he call's him the son.

No, no, he calls him

JENKINS: I thought I heard you say something about the son.

RAY: Well he calls her son, the son to see how she's doing.

APPLEWHITE: And the boys keep up with her kind of?

RAY: Well I know one moved out to California to be near his dad and the

last I heard, we really haven't talked about it in a long time, was living with or near came down with

one year for Christmas before they got married so I got to meet and I don't even know the other son's name. The

only time I met him was at the wedding.

APPLEVVHITE: Okay. That's it for your siblings.

Page 18 of 35

JENKINS:

I almost hate to ask this, but cousins or other adults in the area that

you spend time with. You have so many friends.

RAY:

Yeah, my dad was an only child and my mother had one sister. I

have three cousins and they all live out east.

**JENKINS:** 

Okay.

APPLEWHITE:

Do you ever visit with them?

RAY:

Not in years. In fact, I think the last time I saw them was when my, wedding and that's got when I went out there for my cousin to be over 20 years ago, or maybe not 20, but a long time ago. My came when my sister got married and that was

20 years ago so that's the last time I saw and I think

wedding was before that.

APPLEWHITE:

May I ask just a couple...

JENKINS:

Oh sure.

APPLEWHITE:

You're one of the people who's in this system that it's rare that has kind of worked through some of the issues that you had before and so I wanted to ask you a little bit about that.

RAY:

Sure.



APPLEWHITE:

When did you first start having problems as far as your interactions

with children?

RAY:

Well first of all let me say, the person who made the accusation was not a child. He was over 18 so I'm not a pedophile. I don't know what else you want to know.

APPLEWHITE:

Okay well I understood and maybe I got it wrong, but I thought that there was some interactions with 10 and 11-year-olds that you had actually...

RAY:

No.

APPLEWHITE:

Agreed it happened. Is that not correct?

RAY:

No, no. The young man who made the accusation against me was 20 years old at the time he made the accusation and basically it

Page **19** of **35** 

was backrubs that went below the belt, but never had anything with anyone younger.

APPLEWHITE:

Okay.

RAY:

I would never touch a child inappropriately.

APPLEWHITE:

Who was under 18?

RAY:

Huh?

APPLEWHITE:

So the allegations that came from people about things that

happened when they were 10 or 11 years old...

RAY:

Well okay, let me back up, because eight years later anotherperson made an accusation against me and he said h was like 12 years old. The first one, when I was first called in, in 1990, Ray Getter-was the Vicar for Priest at the time, they did not have a

name,

and I admit that and then several

years later a young man from my first parish made accusations

against me which I denied.

APPLEWHITE:

Okay. Let's take a break.

Joter - young mon from perces Prink. Which Jam Dences

Page **20** of **35** 

APPLEWHITE: With Father James Ray - I'm Monica Applewhite and Shawnte

Jenkins on September the 11th. Can you spell your name?

JENKINS:

Shawnte Jenkins.

RAY:

Jim Ray.

APPLEWHITE:

We're going to start with contact information for family members.

Do you have contact information?

JENKINS:

On the travel request form.

APPLEWHITE:

And

RAY:

is my ex-sister-in-law and her address is

Illinois her phone number is

APPLEWHITE:

And

is

daughter?

RAY:

Yes.

APPLEWHITE:

And where do they live?

RAY:

They live in

APPLEWHITE:

Do we have contact information for them?

RAY:

I don't have her address, but I do have her phone number:

APPLEWHITE:

What's

last name?

RAY:

APPLEWHITE:

RAY:

Could you maybe make a sheet of people I need to look up

because I don't think I have their information in this book. I know I

have it at home; I don't have it here.

APPLEWHITE:

RAY:

I don't ever see them, though.

APPLEWHITE:

You never met his kids?

Page 21 of 35

RAY:

Yes.

APPLEWHITE:

You need their names because you did cross stitching.

RAY:

I can't think of the two boys' names. They live in Oklahoma. If you

want, I have their address at home.

APPLEWHITE:

RAY: has two other kids you don't have down there.

APPLEWHITE:

We have is in Oregon.

RAY:

There's also

APPLEWHITE:

How did I miss that? Maybe we were focusing on families that had

children.

RAY:

Maybe, they're both the same.

APPLEWHITE:

There are a lot of people, so we're focusing on families that have

children. Is that okay?

RAY:

her kids are grown and gone, too. She lives by herself.

APPLEWHITE:

But you visit with her pretty regularly.

RAY:

We go out to a play and dinner, yes.

APPLEWHITE:

its people you see regularly or families that you visit with that have children. And not to say that any of these other people if you go and visit them, obviously they would be part of travel verification, but with as many contacts as there are, we have to sort of prioritize.

RAY:

lives with my brother; she's 20 years and old and is 29 and lives in the area, so I see him when I go out to visit my brother

APPLEWHITE:

So you see him.

RAY:

He lives in the Oregon area.

APPLEWHITE:

Do you have contact information? Well, we should know about

though.

Page 22 of 35

Jim Ray Interview RAY: She's got the information on my travel form. I can tell you now if you want it. APPLEWHITE: She's got it on the travel form. JENKINS: He's the one in – RAY: Oregon. APPLEWHITE: RAY: has three kids from her first I don't see them always. marriage who are all adults; actually I've never met them. APPLEWHITE: Did someone have a learning disability? RAY: My brother APPLEWHITE: Your brother that's right and I remember this story now. RAY: Have no children. APPLEWHITE: And do you see them often? RAY: Fairly. APPLEWHITE: Do you have contact information? RAY: I do. This is JENKINS: RAY: Phone number and their address is, they just moved to

APPLEWHITE: Phone number is okay for now.

RAY: it's maybe it's either it

APPLEWHITE: lives in

RAY: And she has two boys –

APPLEWHITE:

Page 23 of 35

RAY: Correct and her address is their phone number is APPLEWHITE: I have as next. RAY: is her husband. APPLEWHITE: RAY: Correct, and she has three children, two lives at her own house and lives in an apartment in town and lives at home, he's 14, he'll be 15 next month. Their address is ; phone number APPLEWHITE: RAY: They have three grown children, the youngest is a junior in college. They just moved. APPLEWHITE: is in Minnesota. RAY: He has no children, but I can give you his information: I don't have his address here, but I have his phone numbeRAY: I have his business address but not his home address; he's in rural Minnesota. APPLEWHITE: And RAY: Their kids are married and out of the house. APPLEWHITE: Who's in kindergarten, fifth grade? RAY: Those are their grandchildren, but don't live with them. APPLEWHITE: Is that maybe they were taking care of or something? RAY: You asked about them. Once in a while I'm there to see the kids stop by but I'm friends with the parents, not with the kids. I married the kids, but I'm friends with the parent. address is

Page 24 of 35

APPLEWHITE:	And you saw them pretty regularly, this family.
RAY:	I was there for a cookout two weeks ago, so I stopped by and picked them up last week.
APPLEWHITE:	You talked with You've talked with her before.
RAY:	You did once, because when we went away on a trip and she said, I hope she wasn't upset because I wasn't expecting the call and was working, I thought like I brushed her off, which I didn't mean to do.
JENKINS:	You have so many, no, no, I remember that name, but I couldn't remember if I read it or if I talked to her.
RAY:	Her address is  We went to a Reba McIntyre concert on Saturday night. In the rain – it was outdoors, but we were dressed for it. Coming home, we just missed being in an accident. I think a car in front of us spun around and she went to one car and the other car, it was scary, poor guy was stuck in his car and couldn't get out – on 55 <sup>th</sup> Street.
APPLEWHITE:	
RAY:	Right. Their address is think they are divorced right now and dating. So this is the house number, I can get you phone number, his cell phone number is that's cell phone number.
APPLEWHITE:	I've got
RAY:	
APPLEWHITE:	Is married to
RAY:	Correct. And –
APPLEWHITE:	Do you have contact information for him?
RAY:	
APPLEWHITE:	
RAY:	Their address is

Page **25** of **35** 

APPLEWHITE: Actually RAY: lives with his parents. APPLEWHITE: RAY: Do I have his information here or not. APPLEWHITE: Does work? What does he do? RAY: He works as a maintenance janitor for the I don't have information here. APPLEWHITE: RAY: I was supposed to have had lunch with her today but she cancelled, so I called her son and had lunch with her son. APPLEWHITE: What was his name? RAY: His name is **JENKINS:** He's the one with the APPLEWHITE: That's JENKINS: He's the one with RAY: He didn't have one today, though, it's all cleared up. 's address I know he lives on Do you want I don't know the number. APPLEWHITE: Is it

RAY:

His number is With a

APPLEWHITE:

Does he live in a house?

RAY:

An apartment. Lives in a Spanish neighborhood, and expensive rent, I guess. Pilson – large Hispanic population over there.

APPLEWHITE:

What about

Page 26 of 35

RAY:

His address is

His cell number is

**APPLEWHITE:** 

And

Did we get them?

RAY:

Nope. Their address is

APPLEWHITE:

Who was

RAY:

That's

parents.

APPLEWHITE:

Are you still in touch with them?

RAY:

Yes.

APPLEWHITE:

What are their first names?

RAY:

I don't have their address here, but they live in

and their number is

APPLEWHITE:

RAY:

They live down in I don't know the

address, the street is No Return. A dirt road, they have a priest that lives there and it is the Road to No Return. I have cell phone numberay:

You talked to him. So their address

might be on there.

APPLEWHITE:

What about

RAY:

He lives in Colorado. And the only time I see him is when he

basically comes to visit his parents.

APPLEWHITE:

Have you seen him in Colorado?

RAY:

I have, but not at his house. I was there one evening, but not

overnight, just –

APPLEWHITE:

Do you have a –

RAY:

His phone number is

and he lives in

Colorado.

APPLEWHITE:

He's not living in DC right now?

Page 27 of 35

#### Jim Ray Interview RAY: No, he was just there for three months. When I visited him there, he was there two years ago, I think it was for a - he works at the and he did a three-month stint with Senator Department of office and I went out to visit him. He was just there. APPLEWHITE: What about RAY: Her address is Her phone number is APPLEWHITE: What's last name. RAY: APPLEWHITE: Christmas eve – she has a daughter? Yes, she has five kids, but RAY: lives at home, will be 39 next month, or the 29<sup>th</sup> of this month. APPLEWHITE: I thought she was 29? I may have said that, but she will be 39 the 29th of this month. RAY: APPLEWHITE: What about Their address is Phone ( RAY: Did you have a zip on that? APPLEWHITE: RAY: No, I don't know it by heart, I've got it at home, I don't have it here. I was there last Thursday. How far away is that? JENKINS: About 40/50 miles from That far from RAY: Thursday when I picked up my sunglasses at and then went for dinner. Let me just page through this and see if there is anybody that we mi<u>ssed.</u> You want because she's taking me I spent some time with to the airport on Thursday. I don't have their address – They have two boys who both , Wisconsin, in their 30s and lives in

Page 28 of 35

Shawnte's phone number, right?

her husband lives in Maryland because of employment. You have

APPLEWHITE:	And you have his number?
JENKINS:	I do.
RAY:	Do you want the like there is like the like there is like the
APPLEWHITE:	Every time you see – okay. They live by each other?
RAY:	and I go to the theatre five times a year, at Lincolnshire, we go to the theatre. is their son, who I see him once every two or three years and he has two daughters. Their address is  and their number is  and I go to the theatre five theatre.  I see and their number is and I see them as often as I see and they live in Illinois.
APPLEWHITE:	That's right by you. How did you meet them?
RAY:	Back in 1982. I helped with a play, when I was at seminary I taught at Carmel High School for two years and then when I was a priest, I came back and helped them do Fiddler on the Roof there and and his sister were in the play and I got to know the kids and through the kids I got to know the parents. But their phone number is
APPLEWHITE:	How often do you see them?
RAY:	Five times a year basically when we go to the plays. And once in a while, like mother celebrated her 98 <sup>th</sup> birthday this past summer so I was at her birthday party which was at house. That's the last time I saw
APPLEWHITE:	Let me ask you some of the other things that have come up and we can also see in your daily log if there are other people that you are spending time with.
RAY:	I know there's
APPLEWHITE:	And who's that?
RAY:	We went to grammar school together. Their kids are all gone.

Page **29** of **35** 

and their phone number is

APPLEWHITE:

Do you want to take a break before we go on?

RAY:

Let's go ahead, traffic is going to be terrible going home.

APPLEWHITE:

We'll get you out of here. One of the things that I didn't ask, we talked about the workout facility. Do you still go to a workout

facility?

RAY:

No, I haven't been going there since - I had a two-year contract

and it ended last December and I didn't renew it.

APPLEWHITE:

Are you going to work out anywhere?

RAY:

Actually, Jack and I have just started walking around the lake two

weeks ago or a week ago or whatever.

APPLEWHITE:

Are you going anywhere where you change?

RAY:

Where I was going was Bally's and there's a cheaper – like Dick goes to a Mundelein has a facility where you could go work out and I said there are kids there, Bally's policy is you have to be 18 or over to be there, so I felt safe there. But I didn't renew when my

contract was up last December.

APPLEWHITE:

Are you getting exercise now?

RAY:

I am now.

APPLEWHITE:

Walking on the lake?

RAY:

Walking part way around the lake.

APPLEWHITE:

And who's that with?

RAY:

Jack.

APPLEWHITE:

Jack Keehan?

RAY:

Yes.

APPLEWHITE:

One of the things that I asked that we talked about was how things were different for you now than they were for you back in the 80s, and one of the things we talked about was if things, precautions

Page 30 of 35

that you take now as far as making sure that nothing goes astray and that's important to kind of know what somebody's own rules are for themselves and how they do that. As I was listening, you said that if there was somebody, if today, compared to back when, that if you held somebody on your lap now, you would try to make sure that they weren't close to you. Has there ever been a time in your recent past when you weren't able to do that?

RAY:

No.

APPLEWHITE:

Or when things went –

And actually the only ones who jump on me in a sense is my god daughter and usually she's never sitting still. But she's getting older now and so that doesn't happen - it happened more when they were much younger, so when I was there last time, I and she was on my lap, but not near my organs went with precautions re Kins

or anything at all.

APPLEWHITE:

Have any of the parents ever - Are these your things for yourself or

have the parents ever wanted any kind of restrictions or any kind of

limitation?

RAY:

They have never approached me with that.

APPLEWHITE:

Has anybody?

RAY:

But they've always been there. There was one time, I was just going back, is now 11 years old, he was maybe three or four and at that time, also and we parents were living in were at their house and had to go to the bathroom and he said, I want Jim to take me, well, no, no, we'll take you. And I wouldn't have gone anyways, but they are cognizant of what I have

Parents were Preunt

been through.

APPLEWHITE:

And not putting you in a bad position, being supportive that way. Have any of them ever expressed that something was happening that they didn't want to happen anymore?

RAY:

No.

APPLEWHITE:

Did they ever ask you to tuck the kids into bed?

RAY:

No. They go to bed, they come down, kiss good night and they go up and tuck them into bed. I do not tuck them into bed.

Page **31** of **35** 

APPLEWHITE:

Help with bathtime?

RAY:

No.

APPLEWHITE:

Tooth brushing?

RAY:

No.

APPLEWHITE:

None of that. The other thing I was wondering, is just in terms of your - right now have had to come from you as opposed to them sort of imposing on you. You're doing your own.

RAY:

As I say, I cannot change the past, I only have control over today.

APPLEWHITE:

Can you tell me what you consider to be for you sort of your appropriate boundaries with kids today, like what you consider to

be appropriate affection today.

Basically when I encounter the kids, the kids give me a hug; sometimes they will come sit next to me on the couch, but other nobody really climbs on top of me anymore than l at all. If I go to their youngest daughter, I think, in first grade now and their son is in fifth grade and they'll come and sit next to me and watch TV, but not on my lap.

APPLEWHITE:

What are the scenarios that come up, I live in a house where there are kids and kids run all the time, I'm picturing all this chaos, it's the way that it is and I'm just wondering are there times when you had to be by yourself lately, like if I call these people and I say has he been alone with your children, what are they going to tell me. I would like to know ahead of time what we're going to hear.

RAY:

Like I say, I do not go to anyone's house and I call and let them know I'm coming first and I have not been alone with these children for the past 17, 18 years.

APPLEWHITE:

How about taking them in the car or going somewhere, to get something to eat or an ice cream?

RAY:

I'm trying to think. Alone with the kids, no, yeah, I've been in the car with --, but they have a van and we've gone out together for a bite to eat or something, and I've sat in the front seat and the kids are all in the back.

APPLEWHITE:

With the parents?

Page **32** of **35** 

RAY:

driving and you're there. I have not been alone in a car with a child.

APPLEWHITE:

Not to take kids and get something to eat. When we talk with them and especially big families, we like to let them know that you're engaging in this voluntarily and that's a good thing, but then we ask these questions.

RAY:

And the couple of families that I have dinner with or see in the past week, you maybe give them a call so it's not out of the blue.

APPLEWHITE:

Would you like to have any time to let anybody else know that we'll be calling or is there anybody in particular that you want to make sure you tell them first because they're a nervous person or, you know what I mean. We want this to be comfortable for them too and we want them to be able to be part of a supportive community, and so we would rather not make it sort of like the Gestapo, its better if you let them know, "look, I've decided I want to go down

this path, they may be calling."

RAY:

I'll tell you what, I leave Thursday for Milan. So I'm leaving basically at noon to go to the airport, 1:00 to the airport, so I'll call before noon on Thursday, how's that.

APPLEWHITE:

I know we went over the Italy situation, but are you staying in a place where there are children?

RAY:

My nephew is 19 years old and I'm staying at my brother's apartment and my sister works inside the apartment.

APPLEWHITE:

Are you ever alone with the 19 year old?

RAY:

No.

APPLEWHITE:

Probably on your protocol, it's going to be at least 22 as to not be alone with, so if we can kind of start living that way now, it would be better.

RAY:

And they'll understand.

APPLEWHITE:

That's the other piece of it. What do they know about what's happened so far?

RAY:

Like when I was first removed, my brother was still living in Italy and he called me at the hospital where they put us, they put us at Mercy Hospital, when we were first removed 19, 18, 17 years ago.

Page 33 of 35

APPLEWHITE:

In a hospital?

RAY:

We were there for a couple of weeks and then the hospital had an apartment building. In fact, my brother, although I didn't use a name, my brother is the only one I told about this accusation.

My sister knows the family.

APPLEWHITE:

Does she still?

RAY:

Well, they moved at least the parents have, but

she's not in contact with them anymore that I'm aware of.

APPLEWHITE:

Do you still have contact with any of the people who made allegations?

RAY:

No. There was one time, who made the first accusation against me, this was about three or four years ago, called the retreat house and at that time, Tony Telerico was at the retreat house there, the administrator, what have you, and the way could be, he just insisted, insisted, and insisted so finally Tony gave him the number for our number upstairs and he called and left about ten messages. You'd be surprised to hear, I'd like to talk to you and he left his phone number. At that time, Ray Vetter was staying with us. And so I took his number down, I gave it to Ray, I said you maybe you want to call them. He took it and gave to the victim's assistance people. And I never heard anything after that.

family.

APPLEWHITE:

Anyone else that there's been any incident or allegation with, are

family or with

and his

you still in touch with any of them?

I've never had any contact with

RAY:

No.

JENKINS:

I just wanted to, we were talking about internal mechanisms that you do now. In the last interview, you were talking about in the past you had an issue with liking to watch – could you talk a little bit about now how you can manage that? How you do manage that?

RAY:

I tell myself, don't watch. Every once in a while I'll be sitting somewhere and I'll notice myself staring at crotch and I'll say, cut that out. But I say it doesn't happen very often any more, but every

once in a while it still happens,

Page 34 of 35

Best Jup.

Myself up.

JENKINS:

As I say, sometimes, I'll sit-and beat myself up and I say, cut it out, I can't change the past, I can only live well today.

Have you noticed the times or the places you are where you find yourself doing that and you have to redirect yourself? Is there a place that is more?

RAY: No. I'm not a bar person and I go out for dinners, but at my friends'

houses, usually at my friends' houses we're too busy for me to do that so to speak, but every once in a while, it doesn't happen

regularly, just like, dummy, cut it out.

APPLEWHITE: Anything else that we need to know?

RAY: I don't know, ask me?

APPLEWHITE: Sometimes somebody will be interviewed and then they'll think,

what I think I didn't tell that right, is there anything like that that you

want to clarify that you thought about afterwards?

RAY: You offered me the transcription, maybe if you want to give me a

copy of that. It will be good to see what I said. Do you want me to

fax these to you?

JENKINS: You can call me.

RAY: Are you going to be at the house on Thursday?

JENKINS: Yes.

RAY: Because I'm leaving until like 1:00 on Thursday, so I'll give them to

you then.

From:

Leah McCluskey

To: Date: Jenkins, Shawnte 10/14/2008 3:42:06 PM

Subject:

Re: Jim Ray preliminary concerns

Hi Shawnte,

Just for clarification on your memo, are the second the "Two boys under the age of 18, that were sophomores and juniors in high school..." or are these two additional boys?

Thank you.

Leah

>>> Shawnte Jenkins 10/14/2008 12:16 PM >>>

From:

Leah McCluskey

To:

Jenkins, Shawnte

Date:

10/15/2008 4:30:21 PM

Subject:

Fwd: Re: Jim Ray preliminary concerns

Shawnte,

Thank you so much for the information.

Leah

>>> Shawnte Jenkins 10/15/2008 4:24 PM >>> Leah,

I'm sorry I got your email while I was out of the office and forgot to respond this morning. From my understanding are different from the two boys under 18.

. I hadn't considered that

would be in

different grades, so didn't think to get clarification but I can see how it maybe confusing. I will clarify with and let you know. Thanks for the observation.

Shawnte

>>> Leah McCluskey 10/15/2008 3:51 PM >>> Hi Shawnte,

I just wanted to make sure that you had received my e-mail with my request for clarification on the Jim Ray matters that you shared yesterday. Once I have your clarifications, I will be able to open the appropriate files and circulate the notices to the appropriate offices.

Thank you.

Leah

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



Chicago, Illinois 60690-1979

MEMORANDUI

To:

Very Rev. John Canary, Vicar General Rev. Vincent Costello, Vicar for Priests Carol Fowler, Personnel Services Rev. Edward D. Grace, Vicar for Priests

Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

**Attachment** 

Cc: John O'Malley, Attorney

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM

BFILE COPY

To:

Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary 56

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

Attachment

Cc: John O'Malley, Attorney

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM

GFILE COPY

To:

Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

Attachment

Cc: John O'Malley, Attorney

Bui: James Serritella

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM



To:

Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary 56

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

Attachment

Cc: John O'Malley, Attorney

Bec: James Serritella

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM

BFILE COPY

To:

Very Rev. John Canary, Vicar General Rev. Vincent Costello, Vicar for Priests Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary 56

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #2

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE # 2.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

**Attachment** 

Cc: John O'Malley, Attorney

Bcc: James Serritella



Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax



#### MEMORANDUM

To:

Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary 56

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #3.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc. James Servitella

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM

BFILE COPY

To:

Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #4.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

Attachment

Cc: John O'Malley, Attorney

Bcc: James Serritella

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-751-5254, general 312-751-8307, fax

#### MEMORANDUM

BFILE COPY

To:

Very Rev. John Canary, Vicar General Rev. Vincent Costello, Vicar for Priests

Carol Fowler, Personnel Services Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Santa Garcia, Secretary 56

Office for Child Abuse Investigations and Review

Date:

October 16, 2008

Re:

[PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1

Attached is a copy of a new allegation received by this office on October 14, 2008.

Please advise this office of any information you may have in your files regarding [PFR-36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #1.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please call Leah McCluskey with any questions you may have at 312-751-5205. Thank you.

**Attachment** 

Cc: John O'Malley, Attorney

Dec: James Stritella

Office of the Archbishop



155 E. Superior St. Chicago, Illinois 60611

# **DECREE**In the name of God. Amen.

Mindful of the fact that the **Reverend James M. Ray** is a priest ordained for the Archdiocese of Chicago in 1975 and remains incardinated in this Archdiocese;

heedful that there have been complains of his violation of the 6<sup>th</sup> commandment of the Decalogue with minors, which both a pre-Review Board administrative process and the Review Board of the Archdiocese of Chicago advised the Ordinary were credible, and which advice was accepted by the Ordinary;

attentive to Norm 8 of the Essential Norms that legislated what "when even a single act of sexual abuse of a minor by a priest of deacon is admitted or is established after an appropriate process in accordance with canon law, the offending priest will be removed permanently from ecclesiastical ministry;"

attentive to the fact that I was recently made aware that in a risk assessment evaluation concluded on October 8, 2008 **Father Ray** was found to be a risk for sexual and violent recidivism, as well as for general criminal recidivism;

aware that in accord with the norm of canons 281§2, 538§3, and 1350§1, Father Ray's suitable support must be provided for; and

recalling that in accord with the norm of canon 273, **Father Ray** is bound by a special obligation to show reverence and obedience to his Ordinary;

therefore, I, Francis Cardinal George, hereby

#### decree

That Reverend James W. Ray is to reside at
, effective today; and that he is to move to the aforementioned
immediately. He is assigned to this facility for the purposes of
as well as to prevent access to minors and vulnerable adult victims.
This assignment is made for a period of six months, after which the progress of be reported to me for further action.
Should <b>Father Ray</b> fail to comply with this decree, I will apply canonical penalties, not excluding, if warranted, a formal request to the Holy Father that <b>Father Ray</b> be dismissed from the clerical state <i>pro bono Ecclesiae</i> .

This decree shall be made known to **Father Ray** and his advocate at the earliest possible moment. They shall also be informed of their right to appeal this to the **Congregation for the Doctrine of the Faith** within the time limits prescribed by law.

Given in Chicago, Illinois on November 13, 2008. All things to the contrary notwithstanding.

Francis Cardinal George, O.M.I.

Archbishop of Chicago

O TO LO CONTROL OF THE CONTROL OF TH

Reverend Patrick R. Lagges Ecclesiastical Notary



# ARCHDIOCESE OF CHICAGO Vicar for Priests Office

645 N. Michigan Avenue, Ste. 543 CHICAGO, ILLINOIS 60611 (312) 642-1837 (312) 642-4933 (Fax)

# FAX COVER SHEET

TO:

Fr Michael Joyce, CM

DATE:

11/14/2008 3:43 PM

FAX:

901-373-1269

RE:

Jim Ray's decree and protocol

FROM:

**Ed Grace** 

FAX:

312 642-4933

NUMBER OF PAGES INCLUDING COVER SHEET: 8

MESSAGE:

Vicar for Priests



645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

> (312) 642-1837 Fax: (312) 642-4933

## **MEMORANDUM**

To: File From: Ed Grace Re: Jim Ray

Date: November 14, 2008

Today Shawnte Jenkins and I met with Jim Ray at Cardinal Stritch Retreat House. We presented Jim with a Decree signed by Cardinal George assigning Jim to reside
that this was an assignment and not an exile. Ms Jenkins also stressed that the decisions makers in this matter understood Jim to be cooperative and were willing to give him an opportunity and the possibility of continuing to live as a priest removed from ministry rather than seeking laicization.
I informed Jim of his right to appeal and have left a message with Fr. Joyce, CM, Jim's canonical advocate. I told Fr. Joyce of the Decree and asked him to contact me so that I can arrange to provide him a copy of the decree and also of the protocols
Jim asked some questions about the consequences of a failure to comply. I suggested that Jim, think over his options carefully and consult with family and his advocate before any decision. I encouraged Jim to at least
After discussing the decree, Shawnte went over the specific protocol for Jim These had been signed by the Cardinal.
Finally, we discussed the time line for a move We informed Jim that we were thinking in terms of him moving next Wednesday, November 19 <sup>th</sup> .

I will fax a copy of the Decree and protocol to Fr. Joyce

Efferm

1

1

# INDIVIDUAL SPECIFIC PROTOCOLS: JAMES RAY

Implementation Date

**Date of Review** 

November 17, 2008

December 1, 2008

## HISTORY OF ASSIGNMENTS

Date of Birth:

Ordained: May 14, 1975

May, 1975 – \$t. Anastasia, Waukegan

June, 1982 - St. Peter Damian, Bartlett

June, 1989 – Transfiguration, Wauconda

July, 1999 – Assistant Liaison for Health Care, Catholic Charities

July 22, 2005 removed from ministry.

### HISTORY OF ABUSE ALLEGATIONS: SUBSTANTIATED AND NON-SUBSTANTIATED.

Allegation 1. In 1991, a 28-year – old man come forward and reported an incident that occurred when he was about 11 years old

Allegation 2. In 1999, a 33 year old man came forward to the Archdiocese and reported that Jim Ray, sexual abused him from the time he was

approximately 10 years old until he was about 16 years old

2

### CURRENT CANONICAL STATUS.

On July 31, 2005 the case of James Ray was referred to the Congregation for the Doctrine of the Faith Atter reviewing the materials, Cardinal Ratzinger, then Cardinal Prefect of the Congregation of the Doctrine of the Faith, now His Holiness Pope Benedict XVI, on July 15, 2004, granted His Eminence, Francis Cardinal George permission to impose a penal precept on James Ray for a determinate period of time. The letter provided for the possibility that at the end of the determinate period, a new precept may be issued. The Congregation specifically voiced concern because, "the facts of the case, given the young age of the victims, are indeed grave."

In accordance, then, with the directives of the Congregation for the Doctrine of the Faith and in consultation with James Ray's canonical advocate, His Eminence, Francis Cardinal George on July 22. 2005, issued a decree which established that Cardinal George was morally certain that James Ray engaged in sexual activity with a minor during the years 1976 through 1982 and that he also engaged in sexual activity with an adult male in 1993. Therefore, Cardinal George removed James Ray's faculties for a period of three years and dispensed with his obligation to wear ecclesiastical garb for the period of the decree.

On November 13, 2008 Cardinal Francis George issued a decree assigning James Ray to resided

James Ray has refused to go

and has asked to be laicized.

## CURRENT LIVING ARRANGEMENT AND INVOLVEMENT WITH MINORS.

James Ray is currently living in the Cardinal Stritch Retreat House with 8 other members of the Archdiocesan priesthood who have been removed from ministry due to sexual misconduct, mostly with minors. During the past ten years, James Ray has continued to maintain relationships with a number of families he met through ministry, including families with minor children, both boys and girls. James Ray also maintains close ties to his own family members, who are numerous. He knows the children well, is able to recall their names and is able to describe their interests and activities. Calls to family members and friends demonstrated that James Ray has not shared his full history with others and has led most people to believe that he was removed from ministry because of a sexual relationship he had with an adult male. Serious concerns

about current risk have led the Archdiocese

On November 13, 20(8

Cardinal Francis George issued a decree assigning James Ray to resided

James Ray has refused to go

and has asked to be laicized.

<

James Ray will reside at the Cardinal Stritch Retreat House until the laicization process is completed.

## RISK MANAGEMENT STRATEGIES

# STATEMENT OF PROBLEM 1: SEXUAL OFFENSES AGAINST MINORS WHILE IN MINISTRY

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
Even with a prudent companion, James Ray is not permitted to spend time with families who have minor children. This includes time in their homes, his family home or in public places. James Ray is prohibited at all times from spending social time with anyone under the age of 22. He is not permitted to leave the grounds of his residence at the Cardinal Stritch Retreat House in Mundelein, IL to visit with families or to meet families at any location. He is permitted to leave the residence with a chaperone approved by Compliance Supervisor.	Verification with Community Support Network.  Oversight by Compliance Supervisor.  Unannounced verification (telephone, in-person visits, GPS) of daily logs.	
James Ray is prohibited at all times from being alone with anyone under the age of 25.		;

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is required to log out his whereabouts on the "Clergy Daily Log Sheet" daily and submit it to his Compliance Supervisor prior to leaving the residence at the Cardinal Stritch Retreat House.	Verification by Compliance Supervisor.	
James Ray is required to complete the "Request for Travel" and receive approval in accordance with its timelines and procedures, prior to any trips or overnight stays away from the residence.	Verification by Compliance Supervisor.	
James Ray is required to return to his residence no later than 9:00 pm, unless previously approved by his Compliance	Verification by Compliance Supervisor and site monitor.	

Individual Specific Prc tocols

party star

4

Their some

Supervisor.		
James Ray is required to allow his Compliance Supervisor access to his residence in Boyne Michigan for the purposes of verification.  James Ray is prohibited from exercising	Verification by Compliance Supervisor and site monitor.  Verification with Community	
priestly ministry in all forms, including, but not limited to public celebration of Mass, wearing the Roman Collar or other symbols of ministry, wearing clerical garb (or any garb that denotes priesthood or ministry), and introducing or calling himself "Father" or "Reverend".	Support Network.  Oversight by Compliance Supervisor.  Unannounced verification (telephone, visits) of daily logs.	
James Ray will provide to his Compliance Supervisor a listing of the close friends and relatives who support him, including contact information, for the purpose of verifying his adherence to the protocols and ensuring his ongoing support and accountability (to be submitted within 5 business days of implementation of protocol).	Completion of Community Support Network form	
James Ray is prohibited from attending public mass outside of the Cardinal Stritch Retreat Center.	Verification with Community Support Network.  Unannounced verification (telephone, visits, GPS) of daily logs.	

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from communicating or contacting by telephone, email, birthday card, text or letter with anyone under the age of 25.	Verification with Community Support Network.	
	Unannounced verification (telephone, visits, GPS) of daily logs.	

5

Once established, James Ray will spend one evening each week at the Cardinal Stritch Retreat House, participating in an evening meal, faith sharing and group meeting.	Verification by Retreat House Director.
	Verification by Compliance Supervisor.
James Ray is prohibited from providing spiritual direction, pastoral care, counseling and all other forms of ministry that may be provided by laypersons.	Verification with support network.  Unannounced verification of daily logs.
In the event that a minor initiates contact with James Ray, he is required to remove himself from the situation immediately and inform his employer and Compliance Supervisor.	Verification by Compliance Supervisor.

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS	
James Ray is prohibited from working or volunteering with any organization that provides services to persons under the age of 25. This includes any form of work in schools, parishes or rectories.	Verification with Community Support Network.  Unannounced verification (telephone, visits, GPS) of daily logs.		
James Ray is prohibited from any form of work or volunteerism or visiting of vulnerable adults that is not approved by Compliance Supervisor.	Verification with support network, Unannounced verification of daily logs.		
James Ray is encouraged to continue to work with his medical doctor to manage his diabetes.	Discussion with Compliance Supervisor.		
James Ray is prohibited from viewing, downloading or otherwise possessing pornography or sexually explicit materials of	Verification by Archdiocesan or contracted Information		

RISK REDUCTION STRATEGY	METHOD OF VERIFICATION	COMMENTS
James Ray is prohibited from visiting "Child- Oriented Destinations*"	Verification with Community Support Network.	
	Oversight by Compliance Supervisor.	
	Unannounced verification (telephone, in-person visits, GPS) of daily logs.	

7

## Consequences for non-compliance with the Protocols.

Canonical action, up to and including involuntary removal from the priesthood.

SIGNATURES.  Signed: Land Calif	Date: Kor G mi
Printed Name: FRANCIS CABOLEE	
Signature of Vicar for Priest:	Date:
Signature of Ecclesiastic Notary: Rel Mun	Date:
Signature of Cardinal:	Date:

### Victim Statement Abstract

This abstract supplements the Individual Specific Protocols for Fr. James Ray, which provides a history of Ray's assignments, allegations of abuse, and summarizes the restrictions and requirements of Ray's monitoring program. Regarding allegations of abuse, Ray's ISP details Victim JT's report of a single incident of alleged abuse that occurred at the St. Anastasia rectory in approximately 1974 or 1975. The ISP also details Victim JS's reported abuse, which allegedly occurred from approximately 1976 to 1982 and consisted of genital touching. Victim JS also spent the night at the rectory with Ray on several occasions.

Patrick Lagges

7 To:

egrace@archchicago.org

Date:

11/19/2008 6:17 PM

Subject:

RE: JRay Laicization

The case has to be assembled first. It won't go over right away. Cases are usually 100 to 200 pages taken from all the files we have on him.

Mobile email powered by Nokia Intellisync

---- Original Message ----

From: "Edward Grace" <egrace@archchicago.org>

Date: 11/19/08 5:03 pm

To: "Jan Slattery" <jslattery@archchicago.org>
Cc: "Patrick Lagges" <plagges@archchicago.org>

Subj: Re: JRay Laicization

Jan.

Pat Lagges would ordinarily be the one to send the letter to Rome with all the other appropriate paper work. I do not know if Pat has even received the letter from Ray. I have copied Pat on this email for his information. I should have me cell phone most of the day tomorrow if you wish to get in touch with me

Ed



>>> Jan Slattery 11/19/2008 4:41 PM >>>

Ed,

Jim Ray faxed a copy of his letter to the Holy Father to Shawnte. Do you know if he actually sent the letter to Rome?

Jan

Jan Slattery
Director Office for the Protection of Children and Youth
Archdiocese of Chicago
312-751-5319

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

I gan Slattery's question

D my Response to Jon

Besponse Z by CC

Tagger's Response Z by CC

Vicar for Priests



645 N. Michigan Ave. Suite 543 Chicago, Illinois 60611

> (312) 642-1837 Fax: (312) 642-4933

## **MEMORANDUM**

To: Pat Lagges From: Ed Grace Re: Jim Ray

Date: November 24, 2008

Pat,

Enclosed please find the original of Jim Ray's (undated) letter to the Holy Father requesting laicization. Jim gave me this letter Friday, November 21, 2008 at the Cardinal Stritch Retreat House. At that time Jim informed me that this is the original letter he signed himself.

### Victim Statement Abstract

This abstract replaces a memorandum to file from Shawnte Jenkins, Compliance Supervisor for the Archdiocese of Chicago's Office for Protection of Children and Youth, dated November 26, 2008, summarizing her conversation with a relative of Fr. James Ray. The relative expressed frustration with the Archdiocese for forcing Ray to leave the priesthood. Jenkins explained to Ray's relative that Ray had requested to leave and was not being forced to leave by the Archdiocese. Ray's relative then stated that she was aware of several individuals who were negatively impacted by their relationship with Ray when they were minors. The relative did not provide any additional details concerning the nature or time frame of the abuse. Jenkins provided the relative with information concerning the Archdiocese of Chicago's Office of Assistance Ministry and the services they offer. Jenkins also offered to speak with the relative again in the future as needed.

Leah McCluskey

To: Date: Jenkins, Shawnte 12/10/2008 2:57 PM

Subject:

Re: Jim Ray

Attachments: Leah McCluskey.vcf

Shawnte,

This is a huge help. Thank you.

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago 737 N. Michigan Ave., Suite 900 Chicago, Illinois 60611

Office: [312] 751-5205 Fax: [312] 751-5279 Imccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Shawnte Jenkins 12/10/2008 2:25 PM >>> Leah,

In my initial conversation with	she did not specifically	give a number, all that s	he was willing to say was	that
are currently in their 30's and 40's.	. I assumed this to mean mo	re than one because she	e referred to	in plural form.
During this conversation				It was dear
that she did not feel comfortable re	evealing too much information	on at that time. She did r	not specifically say what J	lim Ray did to mess
up their lives. She did say that as a		have struggled		
I have since had a subsequent con				she clarified
that there are who she suspec	ts may have been abused b	y Jim Ray. She stated tha	at Jim was	for a number of
years when they were young childr	ren and there are rumors	that Jim	abused them	
Hope this helps.				

Shawnte

>>> Leah McCluskey 12/10/2008 1:55 PM >>> Hi Shawnte,

Thank you for your Memorandum dated November 26, 2008 with regard to Rev. Jim Ray. For darification purposes, could you talked to you about and if she specifically defined what Fr. Ray did to please tell me the number of caused

Thank you.

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago 737 N. Michigan Ave., Suite 900 Chicago, Illinois 60611 Office: [312] 751-5205

Fax: [312] 751-5279

Leah McCluskey

To:

Garcia, Santa

Date:

12/10/2008 4:17 PM

Subject:

New allegations Attachments: Leah McCluskey.vcf

Santa,

Please open two new files:

Ray, Rev. James [Withdrawn]/Unidentified male #5 Ray, Rev. James [Withdrawn]/Unidentified male #6

Shawnte shared written information with me today that she has been made aware that two allegedly sexually abused by him when were minors.

Thank you.

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago 737 N. Michigan Ave., Suite 900 Chicago, Illinois 60611 Office: [312] 751-5205

Fax: [312] 751-5279 Imccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

### MEMORANDUM

**To:** Very Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests Carol Fowler, Personnel Services

Rev. Edward D. Grace, Vicar for Priests Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From: Leah McCluskev

Director, Office for Child Abuse Investigations and Review

Re: [PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED

MALE #6

Date: December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding [PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #6.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

Cc: John O'Malley, Attorney

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

### MEMORANDUM

To:

Very Rev. John Canary, Vicar General Rev. Vincent Costello, Vicar for Priests Carol Fowler, Personnel Services Rev. Edward D. Grace, Vicar for Priests

Matt Hunnicutt, Assistance Ministry

Jimmy Lago, Chancellor

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Leah McCluskey

Director, Office for Child Abuse Investigations and Review

Re:

[PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED

MALE #5

Date:

December 18, 2008

Attached is a copy of a new allegation received by this office on December 10, 2008.

Please advise this office of any information you may have in your files regarding [PFR - 36] RAY, REV. JAMES (WITHDRAWN)/UNIDENTIFIED MALE #5.

It is extremely important that your forward copies of any and all documentation pertinent to this case to this office within 5 business days of receipt of this memo to ensure that the investigation of this matter be properly handled.

Please contact me at [312] 534-5205 with any questions you may have.

Thank you.

Attachment

Cc: John O'Malley, Attorney

<PRear@aol.com>

To:

<egrace@archchicago.org>

Date:

1/23/2009 9:03 AM

Subject:

Re: James Ray

Dear Ed,

Thanks for the note on Jim Ray. I have spoken with him and asked him to give these matters some thought also. But we have been unable to meet and probably won't do so until late next week. I don't yet know of Jim's special circumstances and therefore cannot yet discuss how to address them. But it seems from your email that you are on the right track at this point.



Best wishes

#### Pat R

\*\*\*\*\*\*\*From Wall Street to Main Street and everywhere in between, stay up-to-date with the latest news. (http://aol.com?ncid=emlcntaolcom00000023)

Edward Grace

To:

Jenkins, Shawnte

CC:

Slattery, Jan; Welter, Daniel

Date:

1/30/2009 1:51 PM

Subject:

Jim Ray

Greetings Shawnte,

Following up on yours of this morning:

I have just spoken with Jim Ray and he confirmed that he had not left me any messages.

I have spoken with Jim's attorney and confirmed that they will be meeting next Tuesday to discuss the proposal I sent last week.

I also informed Jim that Dan Welter is working on the laicization package to be sent to Rome. In fact, I'm expecting Dan to be at my office this P.M. to go over the Jim Ray file.

Have a good week end If I don't see you.

Ed

**Edward Grace** 

To:

Jenkins, Shawnte

CC:

Slattery, Jan; Welter, Daniel

Date:

1/30/2009 11:45 AM

Subject:

Re: Jim Ray

Helio Shawnte,

I'm not surprised that Jim is anxious to leave.

I have not received any messages from him, but I will attempt to reach him this p.m.

January 21st I sent a proposal to Jim's attorney. He acknowledged receipt and indicated that he would speak with Jim and get back to me. He has not yet done so.

Ed

>>> Shawnte Jenkins 1/30/2009 11:29 AM >>> Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins Compliance Supervisor 737 N. Michigan Suite 900 Chicago, IL 60611 Office (312) 534- 2595 Fax (312) 751- 8307

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

Shawnte Jenkins

To:

Edward Grace

CC: Date: Jan Slattery 1/30/2009 11:29 AM

Subject:

Jim Ray

Good morning Fr. Grace,

I met with Jim Ray yesterday and he is very anxious to leave. He is wondering where he is at in the process and how much longer things will take. He expressed great frustration with being under such a restrictive protocol. Jim Ray is stating that he has tried calling you and his attorney but has not heard anything back. I told Jim Ray yesterday that I would check on the status and get back to him. I have spoken with Dan Welter and he reports that he is currently working on Jim Ray's packet, he has asked if you have completed the exit packet with Jim Ray. Do you have any updated information on where Jim Ray is at in the process on his exit package?

Thanks.

Shawnte

Shawnte Jenkins Compliance Supervisor 737 N. Michigan Suite 900 Chicago, IL 60611 Office (312) 534- 2595 Fax (312) 751- 8307

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

# RECEIVED

MAR 2 3 2009

ARCHDIUGESE OF CHICAGO
OFFICE FOR CHILD ABUSE
NYSETIGATION SAND REVIEW
POSS CHICE BOX 579

Chicago, Illinois 60690-1979

pkR-36

(312) 534-5379 Fax: (312) 534-5252

# ARCHDIOCESE OF CHICAGO

Office of Legal Services

John C. O'Malley Director jomalley@archchicago.org

March 20, 2009

### PERSONAL AND CONFIDENTIAL

Ms. Shauna Boliker Assistant State's Attorney State's Attorney of Cook County 2650 South California, Room 11D10 Chicago, Illinois 60608

> RE: Unidentified Males #5 and #6

> > Our File #09 SC 027 and 09 SC 028

Date of Birth: Unknown Date of Incident: Unknown Location of Incident: Unknown

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse Investigations and Review has received an allegation from that I are currently in their 30s and 40s, (Unidentified Males  $\frac{1}{8}$ 5 and  $\frac{1}{8}$ 6) were sexually abused as minors by Fr. James Ray. Fr. Ray is withdrawn from ministry.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

Jóhn C. O'Malley

Director of Legal Services

JCOM:dd

cc:

Ms. Leah McCluskey 🗸

Mr. James A. Serritella

Ms. Dixie Peterson, DCFS Counsel

SCDirs\09SC027&09SC028\SANotificationReUnidentifiedMale#5and#6



# ARCHDIOCESE OF CHICAGO Vicar for Priests Office

645 N. Michigan Avenue, Ste. 543 CHICAGO, ILLINOIS 60611 (312) 642-1837 (312) 642-4933 (Fax)

# FAX COVER SHEET

TO:

**Alex Becker** 

DATE:

3/27/2009 12:22 PM

FAX:

1-708-449-8148

RE:

Jim Ray's Pension

FROM:

**Ed Grace** 

FAX:

312 642-4933

NUMBER OF PAGES INCLUDING COVER SHEET: u

MESSAGE: Alex, with this cover sheet I am sending Page 4 of the exit agreement signed by Jim Ray on March 2, 2009.

not it won Poy & of ch Exit agreement - S

Ed

# ARCHDIOCESE OF CHICAGO PAYROLL AUTHORIZATION/CHANGE FORM/PAYROLL SET



## **ARCHDIOCESE PRIESTS**

Ry, James					201323
Last Name, First, Middle Initial		Social Security Number Employee Number			
Active F/T Active F	'/T Active I	P/T Benefits	s Positio	on	
Ordination Date 1975	Transfer to P.C	·	DateTransfe	r from Agency/Paris	sh/School#
Dept. Name		_No	Agency		No
Pay through payroll Regular Salary \$ (Compensation Book) Other: Type \$			Effective Date: _ Non-Payroll Compet Type	nsation \$	
\$ Total through Payroll \$			Total Non-Payroll	\$ 1.25 \$\$	<u>4</u>
Comments					
Birth Date  Home Phone  Mailing Address	Work	Phone	·····	Handicap: Yes	OtherVeteransNo
Street, City, State, Zip Code				<del></del>	
Dental Insurance: Yes No	Name of Dental	Plan			
Payroll Direct Deposit: Yes	NoForms attached	: YesNo	Federal/State Tax	ces: Yes No F	orms attached: YesNo
Defined Contribution Plan (AET	NA) Yes No	<del></del>	Amount pe	r year \$	
TRANSFERS - EFF	ECTIVE DATE _	mary	U 2, 200	q	
Transfer From/	Parish #, School #,	10411	То	Personnel Services	s – Interim Salary #
Transfer From		IIII Salary #			from Priesthard
Termination/Resignation/	Location Date		Reason_	Loc	átion
Agency Director/Date Chancellor/Date	7/00		ector/Date 4-3-09 nnel Services/Date	_	ıman Resources/Date
Original: Payroll	Yellow: Human	Resources	Pink: Agen	icy Gold	d: Benefits Rev. 5/04

## VICAR FOR PRIESTS OFFICE

# **MEMO**

To:

Office of the Chancellor

From:

Vicars for Priests Office

Re:

Resigned Priest: James

Date:

4/14/09

This packet contains the following information concerning:

Name of priest:

James Ray

Ad

No

Letter of resignation

Cardinal or VP's letter of acceptance

Resignation of pastorate, if applicable

DNA

Copy of request for laicization

Exit Agreement



WR

## **MEMO**

To:

Alex Becker

Don Turlek

From:

Sister Pat Cummings

Re:

Resigned Priest

Date:

April 17, 2009

This is to inform you that James Ray has left the active ministry.

The Exit agreement was signed March 2, 2009.

Auto insurance will be in effect until September 2, 2009.

Health insurance will in effect until April 1, 2010.

I will inform you prior to the expiration date.

## **VICAR FOR PRIESTS OFFICE**

# **MEMO**

To:

Office of the Chancellor

From:

Vicars for Priests Office

Re:

**Resigned Priest:** 

Date:

april 17, 2009

This packet contains the following information concerning:

Name of priest:

Letter of resignation

Cardinal or VP's letter of acceptance

Resignation of pastorate, if applicable

Copy of request for laicization

**Exit Agreement** 

le <u>ON q</u>

Jemes Ray

\_\_\_\_\_

\_\_\_\_

...

 $\chi$ 

DNA

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations, and Review Safe Environment Office

on the



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

## **MEMORANDUM**



To:	Rev. John Canary, Vicar General				
	Rev. Vincent Costello, Vicar for Priests				
	Colleen Dolan, Communications and Public Relations				
	Carol Fowler, Personnel Services				
	Matt Hunnicutt, Office of Assistance Ministry				
•	Jimmy Lago, Chancellor				
	John O'Malley, Legal Services				
	Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board				
From:	Leah McCluskey, Office for Child Abuse Investigations and Review				
Re:	Ray, Rev. James (Resigned)/Unidentified Male #5				
Date:	June 25, 2009				
Fr. Ray sexual minors and Fr	10, 2008 that Rev. James Ray's reported to Ms. Shawnte Jenkins that when they were reported that eir 30s and 40s.				
	t that 180 days has passed since this office's receipt of the aforementioned any contact from the referenced and/or anyone				

behalf, this matter is considered to be inactive at this time.





Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

#### **MEMORANDUM**

To:

Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Colleen Dolan, Communications and Public Relations

Carol Fowler, Personnel Services

Matt Hunnicutt, Office of Assistance Ministry

Jimmy Lago, Chancellor

John O'Malley, Legal Services

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Leah McCluskey, Office for Child Abuse Investigations and Review

Re:

Ray, Rev. James (Resigned)

Date:

June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported that he had "snuggled in bed" with was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from and/or anyone on his behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley

Office of Legal Services

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

### **MEMORANDUM**

To: Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Colleen Dolan, Communications and Public Relations

Carol Fowler, Personnel Services

Matt Hunnicutt, Office of Assistance Ministry

Jimmy Lago, Chancellor John O'Malley, Legal Services

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Leah McCluskey, Office for Child Abuse Investigations and Review

Re:

Ray, Rev. James (Resigned)/

Date:

June 25, 2009

On October 14, 2008, this office received the information that the former Rev. James Ray had self-reported that he had "snuggled in bed" with was a minor.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from and/or anyone on his behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley

Office of Legal Services

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax



### **MEMORANDUM**

-	Г	١		
	ĸ		'n	۰

Rev. John Canary, Vicar General

Rev. Vincent Costello, Vicar for Priests

Colleen Dolan, Communications and Public Relations

Carol Fowler, Personnel Services

Matt Hunnicutt, Office of Assistance Ministry

Jimmy Lago, Chancellor John O'Malley, Legal Services

Rev. Daniel Smilanic, Archbishop's Delegate to the Review Board

From:

Leah McCluskey, Office for Child Abuse Investigations and Review

Re:

Ray, Rev. James (Resigned)/Unidentified Male #6

Date:

June 25, 2009

On December 10, 2008 that reported to Ms. Shawnte Jenkins that Fr. Ray sexually abused two of when they were minors and Fr. Ray was their babysitter. reported that currently in their 30s and 40s.

Due to the fact that 180 days has passed since this office's receipt of the aforementioned report without any contact from the referenced and/or anyone on behalf, this matter is considered to be inactive at this time.

Bc: John C. O'Malley

Office of Legal Services

A SUCH SERVICE

SCANNED BY DATABANK

APR 1 6 2012

Office of the Archbishop

Post Office Box 1979 Chicago, Illinois 60690-1979



Phone: (312) 534-8230 Fax: (312) 534-6379

### **DECLARATION**

### IN THE NAME OF THE MOST HOLY TRINITY. AMEN

- (1) Whereas James Michael Ray, born on was seen was was ordained a priest of the Archdiocese of Chicago on May 14, 1975 at St. Mary of the Lake Seminary, Mundelein, Illinois, and
- (2) Whereas he was removed from the active ministry on June 25, 2002 and subsequently submitted a letter to the Holy Father on November 18, 2008 requesting that his petition for voluntary laicization be accepted,
  - I, Francis Cardinal George, O.M.I., by the grace of God and the favor of the Apostolic See, Archbishop of Chicago, do hereby declare:
    - a) that James M. Ray has no authorization whatsoever to act as an agent of this Archdiocese;
    - b) that he is no longer affiliated as a priest in any way with the Archdiocese of Chicago;
    - c) that he is not to represent himself as a Roman Catholic priest with canonical faculties, nor is he to present himself as a 'Catholic priest in good standing'; and furthermore, I declare
    - d) that the Archdiocese does not consider itself in any way responsible for the activities of James M. Ray, and
    - e) that the Archdiocese should not be held liable for any scandal or harm to souls for which he has been or is responsible.

Francis Cardinal George, O.M.I.

in ale &

Archbishop of Chicago'.

July 25, 2009

Most Rev. Raymond E. Goedert Ecclesiastical Notary

**AOC 019433** 

Memo to File:

Re: James Ray auto insurance.

From: Sister Pat Cummings Date: September1, 2009

James Ray auto insurance

was due to expire Sept. 2, 2009.

I for got to send him a reminder in August so he would have time to prepare and secure other insurance. I called him today, Sept. 1, 2009. He has new insurance effective this date. I apologized for my error.

I informed Dan Turlek.

**Vicar for Priests** 



980 N. Michigan, Suite 1525 Chicago, Illinois 60611

> (312) 534-1837 Fax: (312) 642-4933

February 3, 2010

Mr. James Ray P.O. Box 167233 Chicago, IL 60616

Dear Jim,

As you know, your health insurance with the archdiocese, which was granted to you for a period of twelve months as part of your Exit Agreement will expire March 1, 2010.

I am hoping this will give you enough time to pursue other means of insurance.

I hope you are healthy and things are going well for you.

God bless!

Sincerely,

Sister Pat Cummings, SSND

Associate Director

Vicar for Priests

c.c. Alex Becker

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

### **MEMORANDUM**

To: File - PFR - 36

From: Jen Hibben, Office for Child Abuse Investigations and Review

Re: Ray, James/Unidentified male #4

Date: May 24, 2010

On October 14, 2008 Mr. Ray disclosed that he "shared a bed, no snuggle" with a minor male parishioner.

Due to the fact that 180 days have passed without contact from the unidentified male or his representatives, this case is now considered inactive.

# Job Request for Support Starf

File No: PFR -36	Date of Request: 5/24/10	
	Time of Request:  Complete request by: 5/31/10	
TO: Gabby	(Date/Time)	
FROM: Jen		
Instructions and/or Comments:		
thanks		
□ Open a New File		
& File PFR 36 Ray/unidentific	ed #1.	
□ Type		
□ Duplicate # of Copies	Collate – yes/no Staple – yes/no	
□ Fax to	-	
Completed by:	Date/Time	

## **Miriam Patrick Cummings - STREET ADDRESS**

From:

**Daniel Smilanic** 

To:

Cummings, Miriam Patrick

Date:

1/12/2012 11:32 AM

**Subject:** STREET ADDRESS

Sister Pat,

The cell phone number worked - he gave me the following street address, which you might want to note in your files.

Mr. James M. Ray

Fr. Dan Smilanic

requested the name of the priest involved Fr. James Ray, 1982 to 1984 is the period involved.  was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.	•
As far as the victim is concerned, I told that I would do nothing more until I hear from either them.	e <b>r</b> of
Peace,	
From: Thomas Tharayil [mailto:ttharayil@archchicago.org] Sent: Monday, May 20, 2013 9:12 AM To: Cc: Leah McCluskey Subject: Carmel High School Allegation 05202013	
Hi	
I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have be through. I will try to respond to this information as best as I can.	een
First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abus Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She likely reach out to you to clarify the information and to inform you of the process she must go through which includes notifying DCFS, and the States Attorney's office that this information has been brough the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved wan Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.	e will h, ht to was
If it turns out this is an Archdiocese of Chicago priest, then can certainly contact me and I will a him  If the priest was from a religious order, we can work with the person who works with victims/survivors within that religious order.	
· ·	

If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information I can provide to help or yourself. Peace, Tom T
Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago
>>> 5/18/2013 9:13 AM >>>
Good Morning Tom,
My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his were doing ( good Catholic family of young man I inquired about is named and is the
then related this story to me:

I advised that the Diocese has a program to assist those victims and that I would be most happy to walk with if he desired assistance. It related my offer to who initially indicated that he did not wish to pursue any assistance but later came back to and suggested that he had been giving it some thought and had decided to seek assistance. Called me and hence I am reaching out to you with what I perceive possibly two issues. First is situation as a victim who appears to have buried the problem until just recently when he was offered assistance. The other is the who has deep seated guilt feelings since he had not warned others about his childhood concerns regarding the priest's behavior.
The status is that six and suggesting that so call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him of the quality of treatment he will receive? Is it still a fact that he will be offered direct assistance by trained professionals and that if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that six moving forward with the real facts.
I have intentionally not used name since I have not mentioned my concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience.
Peace and Blessings,

Message: EMA/2013/405074

From: Leah McCluskey

To: Kenneth Budzikowski, Christopher Cannova, Colleen Dolan, Daniel Smilanic, John

Canary, Jimmy Lago, Peter Snieg, Thomas Tharayil, Jeff Grob

Cc: <u>Janet Leonatti</u>, <u>John O'Malley</u>

**Sent:** 5/20/2013 at 2:56 PM **Received:** 5/20/2013 at 2:56 PM

Subject: HP TRIM Electronic Record : ER/2013/221648 : PFR-036 Ray, James M. /

memo

Attachments: TEXT.htm (551 bytes)

PFR-036 Ray, James M. PCAC memo.pdf (551 bytes)
PFR-036 Ray, James M. PCAC memo.tr5 (551 bytes)

McCluskey, Leah.vcf (551 bytes)

FYI.

Leah

----< HP TRIM Record Information >----

Record Number : ER/2013/221648

Title: PFR-036 Ray, James M. /

/ PCAC memo

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205

Office: (312) 534-5205 Fax: (312) 751-5279

lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth
Office of Assistance Ministry
Office for Child Abuse Investigations and Review
Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

#### MEMORANDUM

To:

Rev. Kenneth Budzikowski, Vicar for Priests Very Rev. John Canary, Vicar General Christopher Cannova, Personnel Services

Colleen Dolan, Communications and Public Relations Rev. Jeffrey Grob, Cardinal's Delegate to the Review Board

Jimmy Lago, Chancellor

Very Rev. Daniel Smilanic, Vicar for Canonical Services

Rev. Peter Snieg, Moderator of the Curia Thomas Tharayil, Office of Assistance Ministry

From:

Leah McCluskey, Office for Child Abuse Investigations and Review

Re:

PFR-036 Ray, James M. A



Date:

May 20, 2013

A new allegation was received by this office today.

- Accused James M. Ray
  - o Current status laicized
  - Current location N/A
  - o Location/assignment of accused at time of abuse Immaculate Conception in Waukegan
- Alleged Victim
  - o If minor, has DCFS been called? Per information received from third party reporter, Deacon is currently over the age of 18
- Any other important information Please see attached e-mails between Deacon Tharayil, and me

Please review your files and forward any and all information/documentation that may be relevant to this matter to my attention within five business days of receipt of this memo.

If you have any questions or concerns, please contact me at (312) 534-5205 or <a href="mailto:lmccluskey@archchicago.org">lmccluskey@archchicago.org</a>.

#### Attachment

Cc John O'Malley, Legal Services

Message: EMA/2013/405222

From: Thomas Tharayil

To:

 Cc:
 Leah McCluskey

 Sent:
 5/20/2013 at 4:25 PM

 Received:
 5/20/2013 at 4:25 PM

Subject: Immaculate Conception allegation 05202013

Attachments: TEXT.htm (14 KB)

Thanks for the information. No need to worry about spelling or more information about Fr. James Ray. He is listed on the AOC list of priests with substantiated allegations of sexual misconduct with minors.

http://www.archchicago.org/c s abuse/report 032006/list.pdf

When the victim is ready to make contact, I will assist him. If he or his family members would like to simply learn more about Assistance Ministry, the Healing Garden, or read issues of the newsletter, please direct them to the following link. http://www.archchicago.org/departments/assistance ministry/assistance ministry.shtm

If you have other questions, don't hesitate to contact me. Peace, Tom

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry

Archdiocese of Chicago

Hello Tom,

Thank you for the timely response and explanation. I have made contact with and requested the name of the priest involved— Fr. James Ray, 1982 to 1984 is the period involved. Was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told that I would do nothing more until I hear from either of them.

Peace.



From: Thomas Tharayil [mailto:ttharayil@archchicago.org]

Sent: Monday, May 20, 2013 9:12 AM

To:

Cc: Leah McCluskey

Subject: Carmel High School Allegation 05202013

Hi

I just read your email. I'm glad you reached out, and I'm sorry to hear about what your friends have been through. I will try to respond to this information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is the first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought to the attention of the Archdiocese of Chicago. She will also be able to determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has their own process for dealing with allegations of child sexual abuse by a clergy.

If it turns out this is an Archdiocese of Chicago priest, then can certainly contact me and I will assist him  If the priest was from a religious order, we can work with to direct him to the person who works with victims/survivors within that religious order.
If he decides to take legal action, it would not change these steps. He would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.
Please feel free to call me or let me know if there is more information I can provide to help or yourself. Peace, Tom T
Thomas P. Tharayil LCSW, BCD
Director, Office of Assistance Ministry
Archdiocese of Chicago
>>> 5/18/2013 9:13 AM >>>
Good Morning Tom, My wife and I have been blessed with 5 sons who over the years have had a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his were doing ( good Catholic family of . The young man I inquired about is named and is
then related this story to me:

I advised that the Diocese has a program to assist those victims and that I would be most happy to walk with if he desired assistance. related my offer to who initially indicated that he did not wish to pursue any assistance but later came back to and suggested that he had been giving in and suggested that he had been giving it some thought and had decided to seek assistance. called me and hence I am reaching out to you with what I perceive possibly two issues. First is situation as a victim who appears to have buried the problem until just recently when he was offered who has deep seated guilt feelings since he had assistance. The other is not warned others about his childhood concerns regarding the priest's behavior. is planning on speaking with and suggesting that The status is that call me. If he does not I plan on tracking him down and creating an opportunity to talk with him. To whom should I refer him after assuring him Is it still a fact that

if the situation proves credible then he would be eligible for monetary compensation in accordance with a past class action decision.? Money has not been mentioned to this point but I would like to be prepared with the truth so that moving forward with the real facts. name since I have not mentioned my I have intentionally not used concern for his feelings nor gotten his permission to use his name. I plan on showing him a copy of this email this weekend and I look forward to hearing back from you at you convenience. Peace and Blessings,

Message: EMA/2013/422713

From: Leah McCluskey

To:

 Cc:
 Thomas Tharayil

 Sent:
 5/30/2013 at 8:55 AM

 Received:
 5/30/2013 at 8:55 AM

Subject: RE: Hello

Attachments: McCluskey, Leah.vcf (551 bytes)

Good Morning



Thank you so much for your e-mail. I look forward to hearing from you once you hear from

Peace,

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205
Fax: (312) 751-5279
lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> 5/29/2013 8:55 PM >>>

Leah,
I spoke with a few days ago as a follow up and he said I should be hearing from soon. Ass soon as I do I will be in touch with you.

Peace and thanks for staying in touch.

Hope the past week was a good one for you!



----Original Message----

From: Leah McCluskey [mailto:lmccluskey@archchicago.org]

Sent: Wednesday, May 29, 2013 3:53 PM

To:

Cc: Thomas Tharayil
Subject: RE: Hello

Dear

You are most welcome. Thank you so much for your response and for sharing with the information that Tom and I have provided to you.

I am happy to answer any questions, concerns, and/or provide any additional information to and/or at any time. I look forward to speaking with anyone on his behalf if and when wishes to do so.

Peace to you,

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago 737 N. Michigan Ave., Suite 1220 Chicago, Illinois 60611 Office: (312) 534-5205 Fax: (312) 751-5279

lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

5/22/2013 4:13 PM >>> Sorry, I hit the send button before I replied.

Leah,

Thank you for the response and information. As I mentioned earlier, I have spoken with about progressing forward with you. I plan on waiting until he gets back to me so that I am not pressuring him in any way. I in on all of this traffic so that there is no confusion on fortable that I will hear from in a few days or be advised have copied anyone's part. I feel comfortable that I will hear from that has decided to wait. Peace

And Thanks

----Original Message----

From: Leah McCluskey [mailto:lmccluskey@archchicago.org]

Sent: Monday, May 20, 2013 2:37 PM

To: Cc: Thomas Tharayil Subject: Hello

Good Afternoon

I hope that you are well.

As you know, Tom Tharayil has shared with me the e-mails that the two of you have exchanged with regard to and the reported abuse he sustained by a priest, whom you have identified as Fr. James Ray. James Ray is a laicized priest of the Archdiocese of Chicago and is on the list of Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors, found on the Archdiocese of Chicago's main

http://www.archchicago.org/departments/ocair/report 032006/list.pdf

As you may know, I work in the Office for Child Abuse Investigations and Review here at the Archdiocese of Chicago. It is in this office that we receive all reports of the sexual abuse of minors by priests, deacons, lay employees, and volunteers. As Tom suggested in his response to you, may I ask that you provide my name and contact information to and/or to so that I may share additional information about this office and the related process of coming forward to report abuse? I may be reached at (3121) 534-5205 or lmccluskey@archchicago.org. The following is the link to this office's website, which may provide additional information as well: http://www.archchicago.org/departments/ocair/ocair.shtm

Thank you again, Please do not hesitate to contact me with any additional questions or concerns.

Peace,

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago 737 N. Michigan Ave., Suite 1220
Chicago, Illinois 60611
Office: (312) 534-5205

Fax: (312) 751-5279 lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> 5/20/2013 2:13 PM >>> Hello Tom,

Thank you for the timely response and explanation. I have made contact with and requested the name of the priest involved—— Fr.

James Ray, 1982 to 1984 is the period involved. was not definite on the period nor on the spelling of last name. Let me know if I can be of any further assistance.

As far as the victim is concerned, I told that I would do nothing more until I hear from either of them.

Peace,

From: Thomas Tharayil [mailto:ttharayil@archchicago.org]

Sent: Monday, May 20, 2013 9:12 AM

To:

Cc: Leah McCluskey

Subject: Carmel High School Allegation 05202013

Hi

I just read your email. I'm glad you reached out, and I'm sorry to hear

about what your friends have been through. I will try to respond to this

information as best as I can.

First, as you will see, I am including Leah Mc Cluskey on this email. She is the Director of Child Abuse Investigation and Review, and is

first point of contact for all allegations of child sexual abuse. She will likely reach out to you to clarify the information and to inform you of the process she must go through, which includes notifying DCFS, and the States Attorney's office that this information has been brought

to the attention of the Archdiocese of Chicago. She will also be able to

determine if the priest involved was an Archdiocesan priest or from a different religious order. This matters in that each religious order has

their own process for dealing with allegations of child sexual abuse by  $% \left\{ 1,2,\ldots ,n\right\}$ 

a clergy.

If it turns out this is an Archdiocese of Chicago priest, then can certainly contact me and I will assist him

If the priest was from a religious order, we can work with

to direct him to the person who works with victims/survivors within that

religious order.

If he decides to take legal action, it would not change these steps. He

would first need to speak to Leah, and services through Assistance Ministry would still be offered to him. If its an Archdiocesan matter, his lawyer would then likely contact the AOC legal department or the legal representatives for the religious order.

Please feel free to call me or let me know if there is more information  $\ensuremath{\mathsf{I}}$ 

I can provide to help or yourself. Peace, Tom T

Thomas P. Tharayil LCSW, BCD

Director, Office of Assistance Ministry

Archdiocese of Chicago

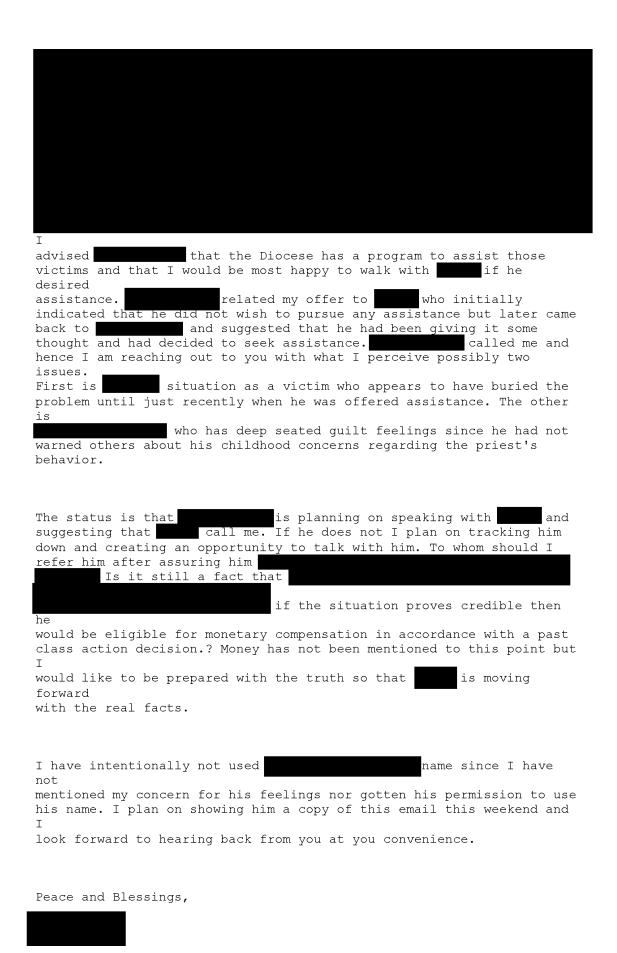
>>> 5/18/2013 9:13 AM >>>

Good Morning Tom,

My wife and I have been blessed with 5 sons who over the years have had

a variety of friends. These men are now in an age bracket of late 30's to mid-40's. I was recently talking with one of these men and in our conversation I asked how his were doing (good Catholic family of . The young man I inquired about is named and is







# ARCHDIOCESE OF CHICAGO

Office of Legal Services John C. O'Malley Director

e-mail: jornalley@archchicago.org

Ms. Shauna Boliker



Post Office Box 1979 Chicago, Illinois 60690-1979

> TEL (312) 534-5379 FAX (312) 534-5252

June 5, 2013

RECEIVED

JUN 1 0 2013

ARCHDIOCESE OF CHICAGO OFFICE FOR CHILD ABUSE INVESTIGATIONS AND REVIEW

First Assistant State's Attorney Cook County State's Attorney Office 69 W. Washington, Suite 3200 Chicago, Illinois 60602

RE: Ray, Rev. James M. / Unknown,

Our File Number: 2013SC0035

Date of Birth: Unknown
Date of Incident: Unknown

Location of Incident: Immaculate Conception Parish

Dear Ms. Boliker:

Please be advised that the Archdiocese of Chicago's Office for Child Abuse
Investigations and Review has received information from deacon, that of an unidentified friend was sexually abused as a minor by Fr. James M. Ray. The alleged abuse occurred at Immaculate Conception Parish many years ago. Fr. Ray was a priest of the Archdiocese of Chicago. He was laicized in January 2012. We have no additional information at this time.

If our office can provide any additional information, or be of any further help, please let me know.

Very truly yours,

John C. O'Malley

Director of Legal Services

JCOM:tm

Ms. Valerie McDaniels, SPSA

Associate Deputy Bureau Chief of Operations

Ms. Leah McCluskey Mr. James A. Serritella

Archbishop Quigley Center - 835 North Rush Street - Chicago - Illinois - 60611-2030

# ARCHDIOCESE OF CHICAGO

Office for the Protection of Children and Youth Office of Assistance Ministry Office for Child Abuse Investigations and Review Safe Environment Office



P. O. Box 1979 Chicago, Illinois 60690-1979 312-534-5254, general 312-751-8307, fax

#### **MEMORANDUM**

To:

File

From:

Leah McCluskey, Office for Child Abuse Investigations and Revie

Re:

MISC-461 Ray, James M. / Unidentified son of



Date:

January 31, 2014

A new report was received by this office on January 28, 2014.

Tom Tharayil sent me an e-mail regarding his phone conversation with As a result of Mr. Tharayil's conversation with I am opening this miscellaneous file.

If you have any questions or concerns, please contact me at (312) 534-5205 or <a href="mailto:lmccluskey@archchicago.org">lmccluskey@archchicago.org</a>.

Attachment

Cc John O'Malley, Legal Services
Jan Slattery, Office for the Protection of Children and Youth
Tom Tharayil, Office of Assistance Ministry

From: To: Date: Subject: Attachments:	Leah McCluskey Thomas Tharayil 1/31/2014 3:38 PM Re: and James Ray 01282014 McCluskey, Leah.vcf
Hi Tom,	
you to express of do receive additabuse that took	haring your e-mails with Due to the fact that had contacted concern that abuse may have happened, I am going to open a Miscellaneous file. If you tional information from the file of from his son to report that there in fact was sexual place, I will rename the file. Either way - I completely support your reaching out to ling to be a support to him and his son if they wish. Please let me know if I can be of any or if the son provide you with additional information that would involve CAIR.
Leah	
Leah McCluske Director, Office Archdiocese of P.O. Box 1979 Chicago, Illinois Office: (312) 53 Fax: (312) 751- Imccluskey@arch	for Child Abuse Investigations and Review Chicago 60690-1979 4-5205 5279
contain informative reader of this message to copying of this copying of the copying of t	intended only for the use of the individual or entity to which it is addressed and may tion that is privileged, confidential and exempt from disclosure under applicable law. If the essage is not the intended recipient or the employee or agent responsible for delivering the intended recipient, you are hereby notified that any dissemination, distribution or communication is strictly prohibited. If you have received this communication in error, immediately by replying to the sender of this e-mail. Thank you.
Leah,	narayil 1/28/2014 11:26 AM >>> /ou would use this information to open a case or not, but I thought I would share it with decide. Tom
I spoke with that Fr. Jim Ray	on January 24, 2014. He called because he and his wife were concerned might have abused their sons.
	I responded with
the email below	
He called me ye	esterday, January 28, 2014 to say the information was helpful.

I told that he or his son may contact me at any time if they wish to talk. ready to name his son or provide much detail

was not

So he was ambivalent about

now much to reveal.	

1/24/2014

Dear Dear

I'm glad you called me today. It sounds like the release of the documents has prompted some confusing memories for your adult son about his interactions with James Ray.

At the moment, I am trying to find more information about James Ray. As you can see in the attachment, he is listed as an Archdiocesan Priests with Substantiated Allegations of Sexual Misconduct with Minors. If I get more information, I will pass it along. Below are some links to resources that may be helpful to you, your wife, and extended family members. I can certainly help you or your family members to identify some professionals in your area if you wish. However I thought the following might be some good resources to start with.

Protect and Heal: This web site has video from an adult male victim, AOC staff, and a parent of two boys that were abused. I think it may help all of you feel less alone with your thoughts and feelings. <a href="https://protectandhealchicago.org/">https://protectandhealchicago.org/</a>

Making Distinctions: A victim/survivor wrote an article for the Assistance Ministry newsletter. In it, she captures the complexity of making distinctions between "predator priests" and "priests."

National Center for PTSD: Most of the victims we have worked with have symptoms of post traumatic stress disorder. This site has videos, aps, and more for better understanding this. http://www.ptsd.va.gov/public/index.asp

If you, your wife, or your adult son wish to speak in person, I can arrange to meet with you. Tom T

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

## Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review and Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, concerning a report received from Victim JU's father. On January 24, 2012, Tharayil spoke with Victim JU's father, who reported a concern that his son may have been abused by Fr. James Ray. Victim JU was uncertain if he experienced any abuse.

Message: EMA/2014/56492

From: Leah McCluskey
To: Thomas Tharayil

Cc:

 Sent:
 2/4/2014 at 3:09 PM

 Received:
 2/4/2014 at 3:09 PM

 Subject:
 Re: possible visit

Attachments: McCluskey, Leah.vcf (516 bytes)

Thank you, Tom. Please let me know if I can help at all.

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois 60690-1979 Office: (312) 534-5205

Fax: (312) 751-5279
lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

It was good to hear from you. Please be assured that when and if wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/4/2014 12:39 PM >>>

Tom,



Thanks

## Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU's father, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU's father emailed Tharayil as part of an ongoing dialog concerning whether Victim JU was possibly abused by Ray. According to Victim JU's father, any alleged abuse would have occurred in the 1990s when Ray was assigned to Transfiguration Parish.

Message: EMA/2014/56494

From: Leah McCluskey
To: Janet Leonatti

Cc:

Sent:2/4/2014 at 3:11 PMReceived:2/4/2014 at 3:11 PMSubject:Fwd: Re: possible visit

Attachments: McCluskey, Leah.vcf (516 bytes)

McCluskey, Leah.vcf (516 bytes)

Hi Jan,



Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois 60690-1979
Office: (312) 534-5205

Fax: (312) 751-5279

lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Leah McCluskey 2/4/2014 2:09 PM >>> Thank you, Tom. Please let me know if I can help at all.

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois 60690-1979 Office: (312) 534-5205

Fax: (312) 751-5279

lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended

recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Thomas Tharayil 2/4/2014 2:04 PM >>>

It was good to hear from you. Please be assured that when and if wants to talk, I can meet with him. We can meet here, or I can go to a location that is convenient for him. My intention would primarily be to listen to him, and talk with him about how the Office of Assistance Ministry may be able to help him sort out his experience as a teen. When he is ready to talk, I will be ready to listen.

Peace, Tom

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/4/2014 12:39 PM >>>

Tom,



Thanks

Message: EMA/2014/56718

From: Leah McCluskey To: Thomas Tharayil Cc: Sent: 2/4/2014 at 4:33 PM 2/4/2014 at 4:33 PM Received:

Subject: Re: Connecting via

Attachments: McCluskey, Leah.vcf (516 bytes)

Thank you, Tom.

Leah

Leah McCluskey, MSW, LSW Director, Office for Child Abuse Investigations and Review Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois 60690-1979 Office: (312) 534-5205 Fax: (312) 751-5279 lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> <u>Thomas</u> Tharayil 2/4/2014 3:27 PM >>>

I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

While I can provide you with some links that may help you begin this process, I think it might be best if we talked. My intention would be to listen to you. I can talk with you on the phone or meet with you at our offices in downtown Chicago, or a location that is more convenient for you. After I have a better sense of where you are at, I can offer you some suggestions on some steps to consider.

Thanks again for reaching out. When you are ready to meet or talk, I am ready to listen. Peace, Tom T Helpful Links:

Common Questions for Men Trying to Sort This Out: https://lin6.org/men/common-questions/

Myths about Men and Sexual Abuse: https://lin6.org/men/myths/

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter: 

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

## Victim Statement Abstract

This abstract supplements an e-mail exchange between Leah McCluskey, Director of the Archdiocese of Chicago's Office for Child Abuse Investigations and Review, Thomas Tharayil, Director of the Archdiocese of Chicago's Office of Assistance Ministry, and Victim JU, concerning possible abuse of Victim JU by Fr. James Ray. On February 4, 2012, Victim JU emailed Tharayil concerning interactions he had with Ray at Transfiguration Parish in the 1990s. Victim JU also scheduled a time to meet with Tharayil in order to discuss in greater detail Victim JU's past interactions with Ray.

Message: EMA/2014/67671

 From:
 Leah McCluskey

 To:
 Thomas Tharayil

 Cc:
 Thomas Tharayil

 Sent:
 2/11/2014 at 4:48 PM

 Received:
 2/11/2014 at 4:48 PM

 Subject:
 Fwd: Re: Connecting via

Attachments: McCluskey, Leah.vcf (516 bytes)

Thanks, Tom. I'm glad that is coming in to meet with you.

Leah

Leah McCluskey, MSW, LSW
Director, Office for Child Abuse Investigations and Review
Archdiocese of Chicago
P.O. Box 1979
Chicago, Illinois 60690-1979
Office: (312) 534-5205
Fax: (312) 751-5279
lmccluskey@archchicago.org

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by replying to the sender of this e-mail. Thank you.

>>> Thomas Tharayil 2/11/2014 3:41 PM >>>

Leah,

Just thought you might like to know that I am going to have an initial meeting with take the next step of setting up an allegation interview, I'll let you know. Tom

. If he decides to

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/11/2014 2:08 PM >>>
Sounds great, see you then

On Feb 11, 2014, at 1:58 PM, "Thomas Tharayil" wrote:

I'm  $g\overline{l}ad$  you can make it. I will let the receptionist know you will be coming, and ask that she notifies the parking attendant that you will be coming. Also it may be helpful to know that the office is in a 3 flat building between two other three flats on Dearborn. When you press the buzzer, they will let you into the hallway, let me know, and I'll come down and meet with you . If for any reason, there is a problem, give me a call at  $\overline{l}$ 

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/11/2014 12:54 PM >>>

Sure, that would be great. I might be able to get there as early as 3:45, just depends on traffic

On Feb 10, 2014, at 4:14 PM, "Thomas Tharayil" wrote:

If you are sure that it is not an inconvenience to come here, it might be the easiest place to meet. We are located at 743 Dearborn Street in Chicago. I could plan on meeting you this Thursday at 4. If you confirm that this will work, I will arrange for you to park at Holy Name parking lot. Tom

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/9/2014 5:07 PM >>>

Thursday looks like the only day that would really work for me this week, although Tue might be possible?

What are the best suggestions for places to meet?

On Feb 8, 2014, at 12:48 PM, "Thomas Tharayil" wrote:

Hi II apologize for not getting back to you yesterday. I had to leave the office for another appointment. I was glad to hear you are ready to talk. While I am willing to meet you in or in our offices, I would suggest we meet in a location that will allow us some privacy. Please let me know some dates and times that work for you and I trust we can find a way to meet. So far everything you have described in your emails sounds pretty consistent with what others have said to me as they begin to sort out their story. Peace, Tom T

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267



On Feb 4, 2014, at 3:27 PM, "Thomas Tharayil" wrote:

Hi

I'm glad you reached out. I know it is not an easy step to take.

Your Dad did call me and told me that he talked with you about the Office of Assistance Ministry. The primary mission of this office is to work with victims/survivors of childhood sexual abuse by clergy and provide them with resources to help them begin to heal. Whether one is certain about what happened to them, or sorting out their memories, we can help.

While I can provide you with some links that may help you begin this process, I think it might be best if we talked. My intention would be to listen to you. I can talk with you on the phone or meet with you at our offices in downtown Chicago, or a location that is more convenient for you. After I have a better sense of where you are at, I can offer you some suggestions on some steps to consider.

 $\label{lem:common_Questions} Common Questions for Men Trying to Sort This Out: $https://lin6.org/men/common-questions/$$ ( $https://urldefense.proofpoint.com/v1/url?u=https://lin6.org/men/common-questions/&k=1vqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZoLYpGvgP9NcS3hvq6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS8iCVFPbUmb6sLYn3S%2BqAvifGHNInUzSG5k0S0%3D%0A&s=e31dfde90d0511a5fbd77b7085a283ab5c415a8f0c8fe2dda717cab64bf6c2ef )$ 

 $\label{thm:model} \begin{tabular}{ll} Myths about Men and Sexual Abuse: $https://lin6.org/men/myths/ (https://urldefense.proofpoint.com/v1/url? $u=https://lin6.org/men/myths/&k=1vqZyW5wqI5qnk6WtBKAhg%3D%3D%0A&r=Ccj%2FV35Uw3rUVZoLYpGvgP9NcS3hvq6%2B5aeX34IVDeo%3D%0A&m=%2FW0tHS8iCVFPbUmb6sLYn3S%2BqAvifGHNInUzSG5k0S0%3D%0A&m=%2FW0tHS8iCVFPbUmb6sLYn3S%2BqAvifGHNInUzSG5k0S0%3D%0A&s=c54fdf80db64fdld3975c2d28ea2cc0702c161105500b86392de38f491f624a3 ) \end{tabular}$ 

Making Distinctions: A victim/survivor perspective about cleric sexual abuse. This was included in the Office of Assistance Ministry "Healing, Learning, Growing" newsletter: http://www.archchicago.org/departments/assistance\_ministry/Newsletter/OfficeNewsletterMarch2012.pdf

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

Thomas P. Tharayil LCSW, BCD Director, Office of Assistance Ministry Archdiocese of Chicago P.O. Box 1979 Chicago, Illinois, 60690-1979 (312) 534-8267

>>> 2/4/2014 2:23 PM >>>