

ARCHDIOCESE OF MILWAUKEE
DEPARTMENT FOR CLERGY

FILE COPY

September 10, 2003

Rev. Daniel J. Massie

Wauwatosa WI 53226

Dear Dan,

With this letter I outline the terms of financial support which you now receive and will continue to receive for the next year or so. These have been previously discussed with you. Let me know if this letter satisfies what you have requested by way of "agreement."

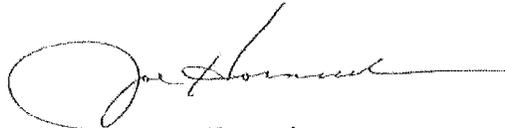
Upon your removal from office (Team Member of St. Michael, St. Patrick and St. Peter Churches, Beaver Dam) effective July 1, 2003, you began to receive an amount consistent with that currently provided to pensioned priests of the Archdiocese of Milwaukee, namely \$1250 per month, pension payment, and health and dental insurance.

You have elected to apply for voluntary laicization. As soon as your petition letter has been sent to Rome through the assistance of Father James Connell, Vice Chancellor, you will receive a check for \$10,000. When a definitive response is received, regardless of the contents of that response, another check for \$10,000 will be given to you. During the time your case is in process the monthly support payment of \$1250, plus pension payment and health and dental insurance continue for up to one year (July 1, 2004). At the end of that year you are free to ask for an additional six months coverage of health and dental insurance but at your own expense. This coverage ceases as soon as your employment provides this benefit.

Regarding pension benefits for a priest who leaves ministry, there are two options available to you including reimbursement of all personal contributions made by you to the Plan plus 6% interest. The second option provides a reduced benefit for life beginning at age 68, and is available to you because you have participated in the Plan for more than ten years. You are asked to elect in writing one of the two options within 6 months after termination of your assignment (December 31, 2003). If no election is made, you are only entitled to your personal contribution plus 6% interest.

With prayerful best wishes that this information can be helpful to you, I remain

Fraternally yours,



V. Rev. Joseph-F. Hornacek
Vicar for Clergy

JFH/ks

Cc: Rev. Patrick Lagges, JCD


ARCHDIOCESE OF MILWAUKEE
DEPARTMENT FOR CLERGY

February 5, 2003

Rev Daniel Massie
[REDACTED]
Beaver Dam WI 53916

Dear Dan,

During the past month I had the opportunity to meet with you and each of my brother priests who stepped aside from active ministry at Bishop Sklba's request in 2002, and who continue to hope and pray for a just resolution to this painful transition period. I promised to remain in communication with you as helpful and necessary.

Archbishop Dolan sent you a letter January 16, 2002, asking you to voluntarily submit your resignation for the pastoral welfare of the parishioners or to respond by February 5, 2002, with reasons for choosing not to do so. I believe a follow-up letter from the Archbishop will be sent to you this week.

A couple different proposals were suggested by way of attempting to resolve the "situation." After careful study of these proposals and computation of their potential cost to the Archdiocese, after further reviewing the history of what was offered in similar cases in the past, what your canonical rights are, and what the archbishop's canonical obligations are, the following plan was approved by Archbishop Dolan:

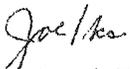
- 1) If a priest elects voluntary laicization, we would offer what has been our practice, if not policy, for more than a decade, namely \$10,000 when the petition is submitted and \$10,000 when a definitive response is received, regardless of the contents of the response. We would offer, in addition, and new to our practice, minimum support during the time the case is in process. That minimum support would be the monthly amount a pensioned priest receives. During the processing of the case we would also provide some outplacement assistance. This assistance could consist of payment for services from a career counseling office, such as the one at Marquette or Stritch. These services provide the individual with information about how to "translate" their skills from one career to another. We could then offer three sessions of outplacement assistance which provides help with resume writing, interviewing skills, etc.
- 2) If the priest does not want to seek voluntary laicization but would rather have the penal process imposed, we would have an obligation of minimal support from the time he loses office until the case is complete. During the time of the trial, which could be up to a year, we would provide a monthly subsidy at the level of a pensioned priest. At the conclusion of the trial, if there is a penalty imposed of dismissal from the clerical state, your canonical obligation of support ceases but some small amount (obviously less than the \$20,000 above) could be given in charity.

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Rev Daniel Massie
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- 3) In all instances we would maintain the priest on our health insurance for one year at our expense. He would then be free to ask for an additional six months of coverage but at his own expense. This coverage would cease as soon as he had employment providing this benefit.

While this plan may not be exactly what you hoped for, it is a genuine effort to respond justly and equitably.

Sincerely yours in the Lord,


V. Rev. Joseph F. Hornacek
Vicar for Clergy

JFH/ks

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