



January 1, 2004

Dear [REDACTED]

I write to you because you have experienced, firsthand, the pain caused by sexual abuse within the Church, and you courageously reported the abuse to the Archdiocese of Milwaukee. No words can apologize sufficiently for your experience, but I will continue to try by saying again how sorry I am. Knowing that no remedies can adequately address the harm done, I still want to make you aware of a variety of services available to you and intended to assist in your healing.

Dispute resolution services to address your unique needs for recovery will become available in mid-January. Eva Soeka, a nationally known expert in dispute resolution systems, is creating a process independent of the Church that will make use of the best mediators in the area. I continue to believe that this initiative represents the best way for us to meet together about your situation and provide assistance. More details and information about how to enter into this process will be available in mid-January. At this time, I ask you to start considering if this might be the right next step for you.

Catholic Charities is also offering a new support group in Milwaukee for adult survivors of childhood sexual abuse. This group will offer a faith-based perspective, and is meant to supplement other support groups available in the area. A flyer is enclosed.

Financial assistance with psychotherapy also remains available. To access this, or for other questions about our services, please contact Dr. Barbara Reinke in our office for Sexual Abuse Prevention and Response Services (414-769-3436 or reinkeb@archmil.org). Also enclosed is a brochure about our policies and procedures when a report is made.

I continue to meet privately with those victim-survivors who find that helpful. Please contact me at 414-769-3496 if you would like to arrange such a meeting. We have also arranged for several priests, sisters and lay ministers, who are professionally-trained in providing spiritual direction, to be available. If you would like to speak with one of them, please contact Barbara Anne Cusack, my delegate for sexual abuse issues, at 414-769-3341.

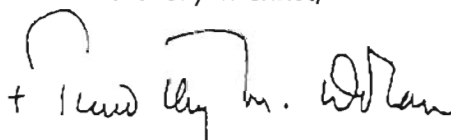
It is also important for me to communicate with you about our efforts to prevent clergy sexual abuse in the future. Our *Code of Ethics* makes it clear that no such behavior is to be tolerated within ministry. Our *Mandatory Reporting Responsibility* policy specifies that any employee or volunteer working in our parishes and schools must report any suspicion of abuse. In addition, all adult staff, and volunteers who work with children are required to participate in training to enhance awareness of childhood sexual abuse.

One final thing: if you would prefer not to have further contact from me or from any Church representative, please let us know using the enclosed return letter and pre-stamped envelope.

Much more remains to be done, and we welcome your suggestions. You can use the enclosed response letter and envelope for that purpose as well.

Please know that I am concerned about you and I pray for you. I apologize for the past misdeeds and wish to restore your wholeness as best we can.

Faithfully in Christ,

A handwritten signature in black ink, appearing to read "Timothy M. Dolan". The signature is written in a cursive, flowing style with a large initial 'T'.

Most Reverend Timothy M. Dolan
Archbishop of Milwaukee

DEPARTMENT OF HUMAN RESOURCES
ARCHDIOCESE OF MILWAUKEE

SEXUAL ABUSE INTAKE REPORT

Intake Call: Date: 6/19/00 Time: X Phone By: In Person

Director Date: 6/19/00 Time: X Phone By: In Person
Contact

Person Reporting:
Phone Number:
Current Address:



Allegations made by:
(if not same as above)

Name:

Address:

Phone:



Date of Birth



Age at time of

Allegations 6th - 8th grade

Allegations Against: Father William Effinger

Time Period: 1985-1987

Where: Holy Name, Sheboygan


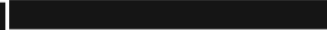
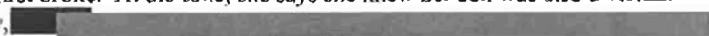
Reported:

(Previously? To Whom?) Parents

Alleged Abuse:

Alleges Fr. Effinger supplied alcohol to him and molested him on numerous occasions, including on trips, which he took individually with Father Effinger.

History:


  She was involved in the resolution of the Effinger situation there when it first broke. At the time, she says she knew her son was also a victim. He denied it then. Now, 



Current Therapist:

Psychiatrist only for meds (Zoloft)

Next Steps:

1. Liz to visit family and hear the complete story on June 29th in 
2. Consideration of psychotherapy assistance likely to be requested.

Report given to:

 X Archbishop Weakland

 X Bishop Skiba

 X Fr. Joe Hornacek (Clergy)

 Fr. Al Velk (Religious)

 Rick Tank (Non-Cleric)

 X Matt Flynn (Legal)

 Molly Hatfield (Insurance)

ECP/saz/08/17/98

ADOM030325

first
draft

January 19, 1996

Mr. Howard J. Brown
Publisher
The Kenosha News
714 58th Street
Kenosha, Wisconsin 53141

Dear Mr. Brown,

Despite considerable conversation with Debbie Luebke Metro, we are disappointed in the January 14, 1996 Kenosha News story and its prominent treatment in a Sunday edition.

We ask that you publish this letter as the article is misleading and contains factual errors:

- o While it may be true that the individual referred to in the article is a sexual abuse victim, the Archdiocese and the outside professionals it has engaged, have not been able to verify the woman's story or that she is a victim of Father Effinger. The woman frequently goes to the media to claim that she is a clergy abuse victim and to claim that she has not been treated compassionately by the Archdiocese.
- o The woman's comments about [REDACTED] are untrue. Rather than dismiss her request for help, Father referred her to the Dr. Elizabeth Piasecki, the coordinator of the Archdiocese of Milwaukee Response to Sexual Abuse. Dr. Piasecki and her office, which draws on all the resources of Catholic Social Services, serves as an advocate for persons who have been sexually abuse by church personnel.
- o [REDACTED] was never contacted by your reporter and asked to comment the woman's statements. The journalistic principles of accuracy and fairness dictate that Debbie Metro should have called [REDACTED]
- o The woman was not counseled for six months by Dr. Piasecki. Dr. Piasecki did..... However, further discussion of the woman's case with a reporter would be a violation of patient confidentiality.
- o [REDACTED] has been a long time critic of archdiocesan programs, policies and procedures designed to help sexual abuse victims. His comments were also reported with no balancing comments from the Archdiocese.

ADOM030641

- o Debbie Metro contacted the Archdiocese in early December, almost three weeks before the Healing Service, designed for sexual abuse victims, their families and those who minister to them. Both Dr. Piasecki and I encouraged your reporter to attend the service, hear from victims about the services of the church and report the help that is available to victims. Nearly 200 persons from all over the diocese attended this service at St. John's Cathedral. After the service, in "safe" rooms, psychologist met either individually or in groups with victims seeking healing.
- o In the aftermath of the Father Effinger tragedy, the diocese has put in place very strict procedures to identify pedophiles and remove them from the community. Time after time, to protect families and children from the tragedy of sexual abuse by church personnel, the Archbishop has publicly urged Catholics to report pedophile activity to civil authorities and to the Archdiocese so that immediate action can be taken. It is absolutely false to suggest that the diocese is moving pedophiles from place to place.

The Archdiocese of Milwaukee's believes that "Each and every instance of sexual violation of those who are the most vulnerable among us is a matter of gravest concern." Any instance of sexual abuse by church personnel calls for an organized archdiocesan response so that healing may occur and the safety of the community is assured. Any person with questions or concerns may call Dr. Piasecki, 414-769-3436. Confidentially is assured.

We sincerely hope that Kenosha News will show greater accuracy in future stories about sexual abuse victims.

Thank you,

Rosemary Murphy
Director of Media Relations

Entry for the Chart of [REDACTED]

3/15/94 by Liz Piasecki

I met today with [REDACTED] and her therapist, [REDACTED] at Family Service of Racine. [REDACTED] is reporting allegations of sexual abuse by Father William Effinger. She recalls that she was a student at St. Mary's Catholic School between the years 1967 and 1969 in Kenosha. She remembers being very afraid of going to confession. She had difficulty remember the Act of Contrition, always having a lot of fear of the confessional, especially when Father Effinger was hearing confessions. He reports that she was "probably seven or eight." That the behavior occurred on more than one occasion in which Father Effinger have her perform oral sex on him in the confessional.

She remembers going into the church to say her penance and when finished would go into the middle section of the confessional to engage in this behavior with Father Effinger. She said that it was worse when she didn't sin much that week, so used to lie about sins, make up sins in order to have less an abusive encounter with him. She said she saw Father Effinger once on TV. She does remember seeing his face. She said that Father Effinger gave her many large penances, twenty-five to forty "Hail Marys" at a time. She was always the last to go in to confession. The whole class would come over. By the time she would be done with her penance, they would all be gone and that's when the abuse would occur. She said she used to be in Church and put pennies under her knees, thinking that if she inflicted enough pain, God wouldn't make her go to confession.

She remembers one other occasion, she says, in which abuse occurred outside the confessional. She remembers that the walls were really white and the woodwork was very dark. She said that Effinger had his pants off and put his hands around her head and forced her mouth onto his penis and engaged in oral sex. He said she needed to suffer for her sins. [REDACTED]

[REDACTED] She said Father Effinger called her a trouble maker and that she was sent out of Catechism classes a lot. [REDACTED]

[REDACTED] but that prior to these incidents with Father Effinger, she says she can't recall being sexually abused.

Her therapist, [REDACTED] met [REDACTED] in 1988, was her teacher at [REDACTED] has been involved with her off and on since that time. He believes that her memories are true, that she has come upon this awareness over time and that this is not a case of repressed memory.

I did tell [REDACTED] that I had called Father Effinger's probation officer prior to visiting with her today and that Father Effinger does not, apparently in all the reports that are available to his probation officer, does not admit to having sex with young girls. That probation officer also told me that no sex offender expert, from reviewing the file, would believe that Effinger did engage in sex with girls.

ADOM030661

SEXUAL ABUSE LOG - MARCH 1994

3/2/94 by Liz Piasecki

Received a call from a woman today who identified herself only as [REDACTED], phone number [REDACTED]. She was very nervous, wanted to report that she had been a victim of Father William Effinger. I indicated willingness to listen to her story. She was going to be in touch with her therapist in Racine and would be getting back in touch with me. She also requested information regarding a survivors' support group, specifically for survivors of clergy sexual abuse. I gave her the name of [REDACTED] who is a victim well known to Project Benjamin. [REDACTED] is running a support group for clergy abuse survivors at St. Paul's Church in Genesee and is willing to accept referrals and to help individuals such as [REDACTED]. [REDACTED] was appreciative of that referral and we will be in touch further.

3/3/94 by Liz Piasecki

Received a call from [REDACTED] again today. She identified herself as [REDACTED], gave me her work number as well [REDACTED]. She would like to arrange an appointment with me and with her therapist, [REDACTED] who works out of Family Services in [REDACTED]. She would like me to meet and hear her story. She may have a request for assistance with therapy payments. We did make an arrangement to meet in Tuesday, March 8th in Family Services in [REDACTED].

3/8/94 by Liz Piasecki

Received a call this morning from [REDACTED] cancelling our appointment this afternoon because of a conflict which her therapist forgotten to take into consideration when the appointment was made. That appointment is now re-scheduled for March 15th, 2:00 p.m. at Family Services in [REDACTED].

SEXUAL ABUSE CONTACT REPORT

ADOM030664

September 1, 1993

Mr. [REDACTED]

Dear Mr. [REDACTED]

On behalf of the Milwaukee Archdiocese, please accept my sincere apologies for the injuries caused to you by Fr. William Effinger, as described in your lawsuit. We are deeply saddened that these events occurred. You have my sincerest assurance that we have done and will continue to do everything in our power to see that this will never happen again.

Yours in Christ,

Archbishop Rembert G. Weakland

ADOM031100

STATE OF WISCONSIN

CIRCUIT COURT

COUNTY

Plaintiffs,

vs.

Case No.

ARCHDIOCESE OF MILWAUKEE,
WILLIAM J. EFFINGER, and
HOLY NAME CATHOLIC CHURCH,

Defendants.

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release
(hereafter "agreement") is made by and between

(hereafter
sometimes referred to as "claimants"), who are referred
to in the above caption as

and the Archdiocese of Milwaukee (hereafter
"Archdiocese"), William Effinger, and Holy Name
Catholic Church (hereafter sometimes collectively
referred to as "defendants").

WHEREAS, the claimants have alleged certain
claims for damages against the defendants, based on
certain allegations that William Effinger sexually
abused them, which allegations are more fully set out
in the complaint in this case; and

WHEREAS, the defendants deny the liability
alleged as set out in their answers; and

ADOM031104

WHEREAS, the parties to this agreement wish to settle and compromise all claims of [REDACTED] against the Archdiocese of Milwaukee, William Effinger, and Holy Name Catholic Church, and against all of the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all parishes, including without limitation Holy Name Catholic Church, and any persons or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, arising from the assaults and other conduct of William Effinger alleged by claimants, without the necessity of further expense and proceedings in this litigation, and wish to generally release one another from all liability for any claims that may exist to the date of the signing of the agreement, including, but not limited to, any sexual abuse or assault claim by [REDACTED] against the Archdiocese, and against any other persons or entities listed above who may allegedly be responsible for the actions alleged;

NOW, THEREFORE, in consideration of the mutual promises herein provided and other valuable

consideration, receipt of which is hereby acknowledged, the parties to this agreement hereby agree as follows:

1. The defendants agree to pay to [REDACTED] jointly the total sum of \$75,000, receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement. In addition to the payment of \$75,000, the defendants jointly agree to pay for five years of psychotherapy expenses for [REDACTED] with a cap on those expenses per year of \$2,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist and will be promptly paid upon receipt of those bills. The parties further agree that the Archdiocese shall then make payment to the therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED] for up to a capped amount of \$2,000 a year for five years commencing on September 1, 1993, and ending on September 1, 1998. The total joint obligation of the defendants under this paragraph shall not exceed \$2,000 for any individual year, nor shall it exceed a total of \$10,000 for the five year period.

2. The defendants agree to pay to [REDACTED] jointly the total sum of \$120,000, receipt of which is hereby acknowledged. All parties will bear

their own costs and attorneys' fees associated with this settlement. In addition to the payment of \$120,000, the defendants jointly agree to pay for five years of psychotherapy expenses for [REDACTED] with a cap on those expenses per year of \$2,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist and will be promptly paid upon receipt of those bills. The parties further agree that the Archdiocese shall then make payment to the therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED], for up to a capped amount of \$2,000 a year for five years commencing on September 1, 1993, and ending on September 1, 1998. The total joint obligation of the defendants under this paragraph shall not exceed \$2,000 for any individual year, nor shall it exceed a total of \$10,000 for the five year period.

3. The defendants agree to pay to [REDACTED] jointly the total sum of \$90,000, receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement. In addition to the payment of \$90,000, the defendants jointly agree to pay for ten years of psychotherapy expenses for [REDACTED] with a cap on those expenses per year of \$2,000.

Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist and will be promptly paid upon receipt of those bills. The parties further agree that the Archdiocese shall then make payment to the therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED], for up to a capped amount of \$2,000 a year for ten years commencing on September 1, 1993, and ending on September 1, 2003. The total joint obligation of the defendants under this paragraph shall not exceed \$2,000 for any individual year, nor shall it exceed a total of \$20,000 for the ten year period.

4. In return for the payments in paragraphs 1, 2 and 3 above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, [REDACTED] [REDACTED] hereby release and forever discharge Holy Name Catholic Church, William Effinger, the Archdiocese of Milwaukee, and all the Archdiocese's employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all parishes, including without limitation Holy Name Catholic Church and all of its employees, agents, officers, directors, and assigns, and any

person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, from and covenant not to sue them for, all claims, causes of action, charges, and demands of any nature, whether in tort, contract, or otherwise including but not limited to conspiracy and punitive damages, that they may have had at any time up to and including the date of the signing of this agreement, including but not limited to any claims arising from any assault, injury, whether physical or mental, or any other activity of William Effinger, including any claim for loss of companionship or other damages, and including all claims set out in the above captioned complaint.

5. William Effinger, Holy Name Catholic Church, and the Archdiocese of Milwaukee hereby release and forever discharge the claimants from all claims, demands, and causes of action of any nature that they may have had up to and including the date of the signing of this agreement.

6. All parties agree that the above captioned action may be dismissed with prejudice, on the merits, and without costs to any party. They further agree that their attorneys will execute a stipulation for dismissal in the form attached as Exhibit A.

7. The claimants and defendants mutually agree that neither they nor their attorneys nor representatives will reveal to anyone, other than as may be mutually agreed to in writing, any of the specific terms of this agreement or any of the amounts, numbers or terms and conditions of any sums payable to the claimants hereunder. Claimants hereby understand and agree that this confidentiality section of the agreement is of paramount importance and that observance of this confidentiality section is of the essence to the agreement achieved between the parties. All parties agree to abide by the terms of this confidentiality section as consideration for and as an integral part of the agreement.

8. Nothing in this agreement shall be construed as an admission of liability on the part of any party.

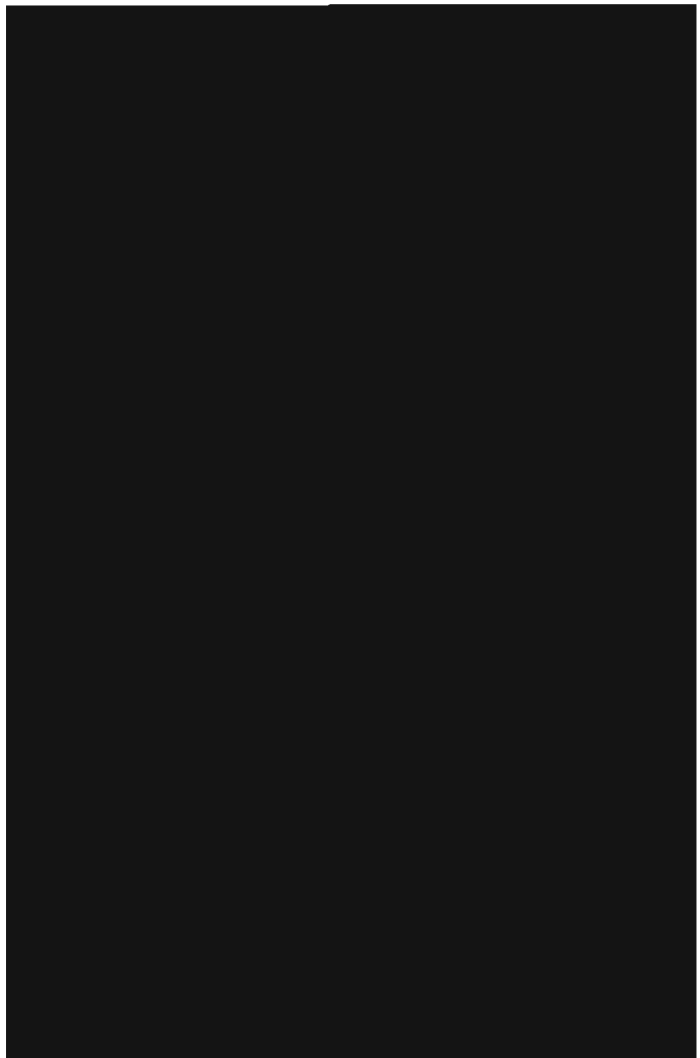
9. [REDACTED]

[REDACTED] declare that they have read the foregoing agreement; discussed it with their lawyer; and fully understand its terms. [REDACTED]

[REDACTED] further declare that they have obtained professional counseling for the injuries and assaults alleged and understand their impact on them, and understand that their condition could worsen in the future; declare that they are entering into this agreement with the advice of the lawyer retained by

them; and declare that they voluntarily accept the terms and sum of money under this agreement for the purpose of making a full and final compromise, adjustment and settlement of all claims of any nature that they may have against the defendants.

10. In witness of this agreement, we have hereunto set our hands on the dates respectively indicated.



WILLIAM EFFINGER

Wm J. Effinger
Date: 9-30-93

In the Presence of:

Michael J. Guter

HOLY NAME CATHOLIC CHURCH

By: Daniel J. Landua

Title: Pastor Holy Name

Date: September 24, 1993

In the Presence of:

Valerie D. Black

ARCHDIOCESE OF MILWAUKEE

By: Rw. R. Thomas Vence

Title: Vicar for Clergy

Date: September 24, 1993

In the Presence of:

A Kathleen Schuch

July 4, 1978

Dear [REDACTED]

It has been brought to my attention that you were abused by Father Effinger. First of all, let me say how sorry I am that this happened. I apologize in my own name and in the name of the Church for the wrong done you. My hope and prayer is, of course, that you will seek every help that you need to deal with the anger and hurt you must feel. If there is anything we can do to help, let me know.

I have no real excuse for assigning

F. Effinger to Shubaygar except that I followed
the best advice from psychologists I
could get at that time. In so many
ways F. Effinger, with his external posture
of ultraconservative righteousness, faked
so many of us out. I will have to live
with that bad judgment on my part, as
well founded as it may have seemed at
that time. We have all learned so
much since then.

Peace to you and many blessings.
May God be good to you.

Sincerely,
Archbishop Rembert Weakland

OFFICE OF SEXUAL ABUSE PREVENTION AND RESPONSE SERVICES
ARCHDIOCESE OF MILWAUKEE
SEXUAL ABUSE INTAKE REPORT

Date Report Taken: April 22, 2008

Time: Phone x In Person

Received By: Amy Peterson

Person Reporting:

Phone Number:

Address:

Allegations made by:
(if not same as above)

Name:

Address:

Phone:

Date of Birth: February 7, 1960

Age at time of

Allegations: Ten through Thirteen

Allegations Against:

William J. Effinger

Time Period:

1970 -- 1973/74

Where:

St. Francis Parish/School in Lake Geneva WI

Reported: (Previously? To Whom?)

didn't report it to anyone when he was a child, he did report it recently to his brother [REDACTED] and [REDACTED]

Alleged Abuse:

[REDACTED] and his brother [REDACTED] met with this reporter at St. Benedicts Parish in Fontana, WI. [REDACTED] joined the meeting as a support person for [REDACTED]. [REDACTED] reported that he and his brother [REDACTED] had several meetings with [REDACTED] and Dr. [REDACTED] prior to this meeting. The purpose of those meetings was for [REDACTED] to discuss his memories of sexual abuse by Effinger and determine how to move forward with those memories. [REDACTED] had reported the allegations to Fr. Curt Frederick with [REDACTED]'s permission prior to this meeting.

[REDACTED] reported he, his brother [REDACTED] and Dr. [REDACTED] visited St. Francis Parish to help him recover details of the sexual abuse. [REDACTED] stated that his first memory of abuse was while he was an altar boy and in fifth grade at St. Francis. He stated that he was taken by Effinger into the basement of the church prior to Mass. He recalls that this first incident was in the month of February because he remembers his parents were out of town because of his father's business. The basement was where the bathrooms were and was between the sacristy and the church. [REDACTED] said that while alone in the basement together, Effinger exposed his genitals to [REDACTED]. [REDACTED] remembers Effinger saying "you can touch it if you want to". The next thing [REDACTED] remembers is that there was a mess and the cassock was bunched up on the floor. [REDACTED] said that the cassocks were new and he felt responsible for the mess.

[REDACTED] stated that there were other times he was alone with Effinger. He remembers being away from the parish and near a water treatment plant because he went into some sludge pits to cover what he felt was evidence of something that happened. He also remembered going up north, he remembered billiard balls and not any other details. He stated that he believes there were many incidents with Effinger until he was in eighth grade. [REDACTED] also remembered that during confession at least on one occasion, Effinger was using sexually explicit language with him in the confessional on one side, while on the other another parishioner waited for their confession. [REDACTED] stated that he was very good with audio/visual equipment and remembers being called over to the rectory to assist Effinger during the school day. Although he doesn't remember exactly what happened, he believes that abuse occurred on these occasions. He also reported that Effinger would threaten him making statements like "don't make trouble" and "you'll never graduate". By the time [REDACTED] was in eighth grade, his parents as well as others, began to suspect that Effinger had been molesting children in the parish. This was also a time, according to [REDACTED] when the parish was facing other challenges with both priests and nuns leaving for various reasons. [REDACTED] told this reporter that while in eighth grade, he was with his parents in a meeting with Fr. Mueller. [REDACTED]'s parents were concerned about [REDACTED]'s behavior and suspected he had been abused by Effinger. During the meeting, [REDACTED] was asked to talk about what had happened, he said he remained silent. He said he just waited the silence out, terrified to talk about it.

[REDACTED] stated that Effinger had made an attempt to molest him, but that he was able to avoid the situation. [REDACTED] also reported that Effinger tried to molest another one of their brothers. This brother has chosen not to report it at this time.

History:

Next Steps:

This reporter will forward a copy of this report on to [REDACTED] and his brother [REDACTED] for review. VAC will email [REDACTED] on [REDACTED]'s behalf with referrals for therapy both group and individual. VAC will also forward mediation system contact information. [REDACTED] will let VAC know how he wants to use these resources and will contact VAC if he has any questions or concerns.

- | | | | | | |
|--------------------------|--------------------------|--------------------------|------------------------|---|-----------------------------|
| X | Archbishop Timothy Dolan | X | Bishop Richard Skiba | X | Fr. Curt Frederick (Clergy) |
| <input type="checkbox"/> | Fr. Al Velk (Religious) | <input type="checkbox"/> | Rick Tank (Non-Cleric) | X | Barbara Anne Cusack |
| X | Bishop William Callahan | <input type="checkbox"/> | District Attorney | | |

OFFICE OF SEXUAL ABUSE PREVENTION AND RESPONSE SERVICES
ARCHDIOCESE OF MILWAUKEE
SEXUAL ABUSE INTAKE REPORT

Date Report Taken: May 5, 2009

Time: 11:00 am

Phone In Person ☒ X

Received By: Amy Peterson

Person Reporting: [REDACTED]

Phone Number: [REDACTED]

Address: [REDACTED]

Allegations made by:
(if not same as above)

Name:

Address:

Phone:

Date of Birth: [REDACTED]

Age at time of

Allegations: Twelve

Allegations Against: Father William J. Effinger

Time Period: 1986/87

Where: Holy Name Parish in Sheboygan WI

Reported: (Previously? To Whom?)

Alleged Abuse:

[REDACTED] and her husband [REDACTED] were present during this intake. [REDACTED] reported that her family belonged to Holy Name Parish. She said that in eighth grade, groups of students could work at Bingo at the Parish on Friday nights to earn money for a field trip to Six Flags. A classmate of [REDACTED] and his group had worked Fridays but decided to quit. [REDACTED] and two other students replaced his group. The second Friday she worked, she said that Fr. Effinger approached her and asked where [REDACTED] was. [REDACTED] stated that his breath smelled like alcohol and he was drunk. He said that she should tell [REDACTED] to go to hell. That evening, the snickers ran out. She was told to follow Fr. Effinger to get more. He led her up the stairs to the multi-purpose room. This wasn't where the supplies for bingo were held. She said that he got very close to her, his breath smelled like beer and he began to talk about [REDACTED]. As he got closer, he pushed her up against the pool table. He pulled her pants down and sodomized her. She stated that Fr. Effinger said that if she told anyone, her mother [REDACTED] and her dad, who was involved in the church would be ex-communicated. He left her there in the room.

[REDACTED] said that when she went home that evening, her parents were there with friends. She walked right past them, going straight to her bedroom. She said that she knew she couldn't tell her parents, that she didn't think they would believe her and that her mother put Effinger on a pedestal. [REDACTED] stated that she was in pain and that she had blood in her under ware for days after the incident. She said that she couldn't have a bowel movement either because it hurt. Days after when her mother saw the blood in her under ware, she was afraid her mother would find out what happened, but instead her mother just told her she should be more careful.

[REDACTED] avoided Fr. Effinger after the incident and stopped going to mass and volunteering. It wasn't until eighth grade graduation that she had to get close to him.

History:

ADOM032525

has never had counseling to deal with the trauma of the assault.

Victim Assistance Coordinator will give [REDACTED] referrals for therapy. VAC also offered to meet with [REDACTED] mother if it would be helpful. VAC will give mediation information to [REDACTED] and her husband. VAC will remain available for other assistance as needed.

<input checked="" type="checkbox"/> Archbishop Timothy Dolan	<input checked="" type="checkbox"/> Bishop Richard Skiba	<input checked="" type="checkbox"/> Fr. Curt Frederick (Clergy)
<input type="checkbox"/> Rick Tank (Non-Cleric)	<input checked="" type="checkbox"/> Barbara Anne Cusack	
<input checked="" type="checkbox"/> Bishop William Callahan	<input type="checkbox"/> District Attorney	

ARCHDIOCESE OF MILWAUKEE

3501 S. Lake Drive • P.O. Box 07912 • Milwaukee, WI 53207-0912 • (414) 769-3300

Office of Auxiliary Bishop

April 8, 1994



Dear [REDACTED]

I cannot describe the distress and sadness I experienced when I received your letter through the kindness of [REDACTED] and realized that there may be another victim of Bill Effinger's actions in our community.

Not knowing any of the original circumstances of your situation, I can only encourage you to share your story with those who can help, and to find whatever healing you may need. Anger can be very healthy as you attempt to sort things out after all these years.

Because I desire to respect your own needs at this time, I offer an invitation to feel free to contact me (1-769-3486) or Dr. Elizabeth Piasecki, our Archdiocesan Coordinator for Sexual Abuse (1-800-769-9373, Ext. 400) if you decide that further conversation may be helpful. In the name of the Church, I want to offer whatever service I can at this moment in history.

Thanks for writing. May God's Easter Peace be yours in abundance.

Sincerely,

Most Reverend Richard J. Sklba
Auxiliary Bishop of Milwaukee

RJS/rt
Copy to:
Dr. Elizabeth Piasecki



ADOM033475

Entry for the File of [REDACTED] Elfinger, William Rev.
By Barbara Reinke

July 31, 2003

I traded voice mail messages several times with [REDACTED] sister in Minneapolis. Her phone number is [REDACTED]. She has reported difficulties lining up the psychiatrist for [REDACTED] medications. [REDACTED] previous psychiatrist in [REDACTED] has filled the short-term need, and [REDACTED] will pay for [REDACTED] prescriptions out-of-pocket and then submit the receipts to us. I have indicated that we will cover outpatient treatment costs for [REDACTED] for six months, while he obtains health insurance for his further treatment needs.

BR:saz

Typed 8/4/03

ADOM033728

ARCHDIOCESE OF MILWAUKEE
OFFICE OF THE AUXILIARY BISHOP

JUL 21 2003

July 15, 2003

COPY

It's been a long time since our meeting and I hope that you have become established in the [REDACTED] area. I regret that it has taken so long to find the names of recommended psychologists for your ongoing treatment and medication monitoring.

Repeated inquiries subsequent to my letter resulted in the following information received by phone yesterday from the Archdiocese of St. Paul and Minneapolis. It was suggested that you contact Phyllis Willerscheidt, Coordinator of Victim Advocacy for the St. Paul/Minneapolis Archdiocese at 651-291-4497. She works with a number of support groups and will be able to refer you to whichever would be best for your continued recovery. The psychotherapist that was very highly recommended is Dr. [REDACTED]. His office is at [REDACTED]. He has connections to recovery groups, not only in the Twin Cities, but nationally as well. He can recommend a psychiatrist who will monitor your medication as necessary.

As a result of my meeting with you and your parents, I can again assure you that the Archdiocese will cover the basic costs of therapy at our established professional rate through December of 2003. We are hopeful that this support will enable you to maintain the help and stability which you were able to achieve through earlier efforts at [REDACTED].

After repeated inquiry, on the other hand, I'm very sorry to report that I was not able to find any resources that could assist you in your tuition payments at this time. We have become seriously impacted by the economic climate of the country, even having to close four positions among Archdiocesan staff people. This will enable us to provide treatment assistance for other people like yourself at this time in history. We simply cannot see our way clear to offering the tuition assistance as well as your therapy reimbursement, even though I appreciate its value as part of your own journey to recovery and health.

Page 2

I regret enormously the delay, which this part of the bargain has required, and I hope that you are establishing your roots with family and friends in a new and exciting moment in your young adulthood. My prayers and best wishes to you now and always.

Fraternally in Christ Risen,

Most Reverend Richard J. Sklba
Auxiliary Bishop of Milwaukee

RJS/sk

C:

Dr. Barbara Reinke



ADOM033730

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release (hereafter "agreement") is made by and between [REDACTED] and [REDACTED] of [REDACTED] Wisconsin, [REDACTED] (hereafter sometimes referred to as [REDACTED] Holy Name Roman Catholic Church and Parish of Sheboygan, Wisconsin (hereafter sometimes referred to as "Holy Name"), and the Roman Catholic Archdiocese of Milwaukee (hereafter sometimes referred to as "Archdiocese"), hereafter sometimes collectively referred to as "respondents".

WHEREAS, the [REDACTED] have alleged certain claims for damages against the respondents, based on certain allegations that William Effinger sexually abused [REDACTED] beginning in or around 1988 and continuing for a period of time thereafter, including the interval between the initial abuse and sometime in the year of 1989; and

WHEREAS, the [REDACTED] further allege that the Archdiocese and Holy Name may be liable for the actions of William Effinger that give rise to the alleged claims; and

WHEREAS, the respondents deny the liability alleged and there is a dispute between the parties; and

WHEREAS, the parties to this agreement wish to settle and compromise all claims of the [REDACTED] against the Archdiocese and Holy Name, and against all of the Archdiocese's and Holy Name's employees, agents, officers, directors and assigns, including, without limitation, all

members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation Holy Name and any persons or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, arising from the assaults and other conduct of William Effinger alleged by the [REDACTED] without the necessity and expense of formal litigation, and wish to generally release one another from all liability for any claims that may exist from the beginning of the world to the date of the signing of this agreement, whether known or unknown, accrued or unaccrued, arising in law or in equity, including, but not limited to, any sexual abuse, assault, negligent supervision, or other claim by the [REDACTED] against the Archdiocese and Holy Name, and against any other persons or entities listed above who may allegedly be responsible for the actions alleged;

NOW, THEREFORE, in consideration of the mutual promises herein provided and other valuable consideration, receipt of which is hereby acknowledged, the parties to this agreement hereby agree as follows:

1. The respondents agree to pay to [REDACTED] the total sum of \$31,500, \$3,600 of which was received on March 27, 1997 and receipt of the remainder of which, in the form of a check for \$27,900, is hereby acknowledged. All

parties will bear their own costs and attorneys' fees associated with this settlement.

2. The respondents agree to pay for 30 days of inpatient treatment of [REDACTED] during any 30-day period in the interval between April 15, 1997 and April 15, 1999 at the [REDACTED]

3. The respondents jointly agree to pay for two years of psychotherapy expenses for [REDACTED] individually or the [REDACTED] jointly in the interval between April 15, 1997 and April 15, 1999, with a cap on those expenses per year of \$5,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist approved by the Archdiocese, and will be promptly paid upon receipt of those bills by the Archdiocese. Consent to the selection of a therapist will not be unreasonably refused, and the Archdiocese will inform the [REDACTED] within thirty days of the designation of a therapist whether or not that therapist has been approved, with reasons given in the event of refusal. At [REDACTED] election, the therapy under this paragraph may be individual psychotherapy or family psychotherapy. The parties further agree that payments made by the Archdiocese for therapy shall represent payment to a therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED] individually or the [REDACTED] jointly. The total joint obligation of the respondents under this

paragraph shall not exceed \$5,000 for any individual year, nor shall it exceed a total of \$10,000 for the two-year period from April 15, 1997 to April 15, 1999.

4. In return for the payments and treatment described and enumerated in paragraphs 1-3. above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, the [REDACTED] hereby release and forever discharge Holy Name and the Archdiocese, as well as all employees, agents, officers, directors and assigns of either Holy Name or the Archdiocese, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation Holy Name and all of its employees, agents, officers, directors, and assigns, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, from all liability, and covenants not to sue them for, all claims, causes of action, charges, and demands of any nature, whether known or unknown, whether accrued or unaccrued, whether arising in law or in equity, and whether arising in tort, contract, or otherwise, including but not limited to negligent supervision, respondeat superior, conspiracy, and punitive damages, that the [REDACTED] may have had or now have from any time from the beginning of the world up to and including the date of the signing of this agreement, including but not limited to any claims arising from any

assault or injury, whether physical or mental, or any other activity of William Effinger, including any claim for loss of companionship or other damages.

5. The Archdiocese and Holy Name hereby release and forever discharge the claimant from all claims, demands, and causes of action of any nature that they may have had up to and including the date of the signing of this agreement.

6. As a condition precedent to the payment of the sums set out in paragraphs 1-3, above, the [REDACTED] hereby agree not to disclose the terms of this agreement to any third-party, including, without limitation, any newspaper, any electronic media, any reporters, any other attorneys, and any other individual, or to release for publicity any of the allegations which have been made against William Effinger, Holy Name, and the Archdiocese of Milwaukee. The terms of this agreement relating to confidentiality do not apply to any disclosure made by [REDACTED] or the [REDACTED] to a therapist, support person (as that term is used in AODA treatment) or close friends or relatives of the [REDACTED]. The [REDACTED] understand and agree that the confidentiality required in this agreement is material consideration for the payments to be made pursuant to this agreement.

7. Nothing in this agreement shall be construed as an admission of liability on the part of any party.

8. [REDACTED] and [REDACTED] each declare that they have read the foregoing agreement and fully understand its terms. [REDACTED]

[REDACTED] each voluntarily accepts the terms and sum of money under this agreement for the purpose of making a full and final compromise, adjustment and settlement of all claims of any nature that any of them may have against any of the respondents.

8. In witness of this agreement, we have hereunto set our hands on the dates respectively indicated.

[REDACTED]

Date: _____

In the presence of:

[REDACTED]

Date: _____

In the presence of:

[REDACTED]

Date: _____

In the presence of:

HOLY NAME ROMAN CATHOLIC PARISH

By: _____

Title: _____

Date: _____

In the presence of:

ARCHDIOCESE OF MILWAUKEE

By: _____

Title: _____

Date: _____

In the presence of:

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release
(hereafter "agreement") is made by and between [REDACTED]

[REDACTED] of [REDACTED]
[REDACTED] Wisconsin, [REDACTED] (hereafter sometimes
referred to as "the [REDACTED]", Holy Name Roman Catholic
Church and Parish of Sheboygan, Wisconsin (hereafter
sometimes referred to as "Holy Name"), and the Roman Catholic
Archdiocese of Milwaukee (hereafter sometimes referred to as
"Archdiocese"), hereafter sometimes collectively referred to
as "respondents".

WHEREAS, the [REDACTED] have alleged certain claims
for damages against the respondents, based on certain
allegations that William Effinger sexually abused [REDACTED]
[REDACTED] beginning in or around 1988 and continuing for a
period of time thereafter, including the interval between the
initial abuse and sometime in the year of 1989; and

WHEREAS, the [REDACTED] further allege that the
Archdiocese and Holy Name may be liable for the actions of
William Effinger that give rise to the alleged claims; and

WHEREAS, the respondents deny the liability alleged
and there is a dispute between the parties; and

WHEREAS, the parties to this agreement wish to
settle and compromise all claims of the [REDACTED] against the
Archdiocese and Holy Name, and against all of the
Archdiocese's and Holy Name's employees, agents, officers,
directors and assigns, including, without limitation, all

members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation Holy Name and any persons or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, arising from the assaults and other conduct of William Effinger alleged by the [REDACTED] without the necessity and expense of formal litigation, and wish to generally release one another from all liability for any claims that may exist from the beginning of the world to the date of the signing of this agreement, whether known or unknown, accrued or unaccrued, arising in law or in equity, including, but not limited to, any sexual abuse, assault, negligent supervision, or other claim by the [REDACTED] against the Archdiocese and Holy Name, and against any other persons or entities listed above who may allegedly be responsible for the actions alleged;

NOW, THEREFORE, in consideration of the mutual promises herein provided and other valuable consideration, receipt of which is hereby acknowledged, the parties to this agreement hereby agree as follows:

1. The respondents agree to pay to [REDACTED] the total sum of \$31,500, \$3,600 of which was received on March 27, 1997 and receipt of the remainder of which, in the form of a check for \$27,900, is hereby acknowledged. All

parties will bear their own costs and attorneys' fees associated with this settlement.

2. The respondents agree to pay for 30 days of inpatient treatment of [REDACTED] during any 30-day period in the interval between April 15, 1997 and April 15, 1999 at the [REDACTED]

3. The respondents jointly agree to pay for two years of psychotherapy expenses for [REDACTED] individually or the [REDACTED] jointly in the interval between April 15, 1997 and April 15, 1999, with a cap on those expenses per year of \$5,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist approved by the Archdiocese, and will be promptly paid upon receipt of those bills by the Archdiocese. Consent to the selection of a therapist will not be unreasonably refused, and the Archdiocese will inform the [REDACTED] within thirty days of the designation of a therapist whether or not that therapist has been approved, with reasons given in the event of refusal. At [REDACTED] election, the therapy under this paragraph may be individual psychotherapy or family psychotherapy. The parties further agree that payments made by the Archdiocese for therapy shall represent payment to a therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED] individually or the [REDACTED] jointly. The total joint obligation of the respondents under this

paragraph shall not exceed \$5,000 for any individual year, nor shall it exceed a total of \$10,000 for the two-year period from April 15, 1997 to April 15, 1999.

4. In return for the payments and treatment described and enumerated in paragraphs 1-3, above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, the [REDACTED] hereby release and forever discharge Holy Name and the Archdiocese, as well as all employees, agents, officers, directors and assigns of either Holy Name or the Archdiocese, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation Holy Name and all of its employees, agents, officers, directors, and assigns, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, from all liability, and covenants not to sue them for, all claims, causes of action, charges, and demands of any nature, whether known or unknown, whether accrued or unaccrued, whether arising in law or in equity, and whether arising in tort, contract, or otherwise, including but not limited to negligent supervision, respondeat superior, conspiracy, and punitive damages, that the [REDACTED] may have had or now have from any time from the beginning of the world up to and including the date of the signing of this agreement, including but not limited to any claims arising from any

assault or injury, whether physical or mental, or any other activity of William Effinger, including any claim for loss of companionship or other damages.

5. The Archdiocese and Holy Name hereby release and forever discharge the claimant from all claims, demands, and causes of action of any nature that they may have had up to and including the date of the signing of this agreement.

6. As a condition precedent to the payment of the sums set out in paragraphs 1-3, above, the [REDACTED] hereby agree not to disclose the terms of this agreement to any third-party, including, without limitation, any newspaper, any electronic media, any reporters, any other attorneys, and any other individual, or to release for publicity any of the allegations which have been made against William Effinger, Holy Name, and the Archdiocese of Milwaukee. The terms of this agreement relating to confidentiality do not apply to any disclosure made by [REDACTED] to a therapist, support person (as that term is used in AODA treatment) or close friends or relatives of the [REDACTED]. The [REDACTED] understand and agree that the confidentiality required in this agreement is material consideration for the payments to be made pursuant to this agreement.

7. Nothing in this agreement shall be construed as an admission of liability on the part of any party.

8. [REDACTED] and [REDACTED] each declare that they have read the foregoing agreement and fully understand its terms. [REDACTED]

each voluntarily accepts the terms and sum of money under this agreement for the purpose of making a full and final compromise, adjustment and settlement of all claims of any nature that any of them may have against any of the respondents.

8. In witness of this agreement, we have hereunto set our hands on the dates respectively indicated.

[REDACTED]

[REDACTED]

[REDACTED]

HOLY NAME ROMAN CATHOLIC PARISH

By: Richard J. Hall

Title: Arch Diocese Officer

Date: and Auxiliary Bishop

In the presence of:

Rita Lescar

ARCHDIOCESE OF MILWAUKEE

By: _____

Title: _____

Date: _____

In the presence of:

Dear Sir:

Enclosed are the signatures you
required on our part. I had them
guaranteed by my office clerk.

Thank you much for all your help,
it seems as though things are going
slowly. We have some good days
and then some days are a trial.

Yours
[Redacted]



April 2, 1997



RE: SETTLEMENT PAPERWORK

Dear 

Enclosed is the settlement agreement drafted by Quarles and Brady of which we spoke. Each of you needs to sign on the last page above your name. Then please return the document to me, at your earliest convenience, so I can send the remaining check to you.

I hope your Easter was indeed a blessed one. I will be in touch shortly to see how I may be of further help to you and your family. Know that you all are in my prayers and thoughts daily.

If I can answer any questions on this paperwork, please feel free to give me a call (414-769-3436).

Easter peace,



Elizabeth C. Piasecki, PsyD.
Coordinator, Archdiocesan Response to Sexual Abuse
Archdiocese of Milwaukee

3501 S. Lake Drive
P.O. Box 07912
Milwaukee,
WI 53207-0912
414/769-3400
FAX 414/769-3428

ECP:saz

Enclosures

Member
Catholic Charities USA



ADOM033812

CATHOLIC CHARITIES, INC.
ARCHDIOCESE OF MILWAUKEE

SEXUAL ABUSE INTAKE REPORT

Intake Call: Date: March 17, 1997 Time: By: Liz Piasecki, PsyD
_____ X _____ Phone _____ In Person

Coordinator Date: March 17, 1997 Time: By: Liz Piasecki, PsyD
Contact _____ X _____ Phone _____ In Person

Person Reporting:
Phone Number:
Current Address:

Allegations made by:
(if not same as above)

Name:
Address: Same
Phone:

Date of Birth: _____
Age at time of: _____
Allegations: 12 - 13 years old

Allegations Against: Rev. William Effinger (deceased)

Time Period: Spring Break 1988 - sometime in 1989, exact month unknown, while Fr. Effinger was pastor at Holy Name.

Where: Holy Name Parish in Sheboygan

Reported:
(Previously? To Whom?) Not reported previously

Alleged Abuse: _____ alleges that he was offered alcohol, photographed in the nude, molested, and forced to sleep in the same bed with Fr. Effinger on multiple occasions when he went on two multi-day vacations with Fr. Effinger. _____ was a minor. _____ accompanied Fr. Effinger on these trips with the permission of his parents because _____

History: _____ is a 20 year old single male who lives in _____. His parents had previously suspected that _____ may have been molested by Fr. Effinger in September of 1994. At that time _____ met with Fr. Dan Sanders, the present pastor at Holy Name, and with Dr. Piasecki, the Archdiocesan Coordinator of Sexual Abuse to express their concerns and thoughts about this possibility. _____ at that time, denied that he had been abused. _____ however, in the opinion of his parents, had "turned into the devil" and was exhibiting acting out behaviors, (e.g. _____ etc.) and they feared that this was the result of possible abuse by Effinger, noting that _____ had accompanied Effinger on several vacations alone as a minor. On March 17, 1997, the _____ called again. This time _____ had admitted to having been abused by Effinger although he would not provide the details to them directly. _____ had continued his acting out behavior over the past two years and had developed an _____ and _____ Dr. Piasecki met with _____ at the _____ home in _____ on March 20, 1997. _____ detailed the allegations of abuse listed above directly to her at that time.

Current Therapist: None

Next Steps:

1. Report allegations to Archbishop Weakland, Bishop Skiba, Catholic Mutual, and legal counsel.
2. Arrange for meeting of the _____ with the bishops at their request. (Held on March 24, 1997).
3. Arrange for settlement agreement detailing therapy costs and arrangements, and financial compensation.
4. Assist with ongoing pastoral care as requested by the family (Dr. Piasecki and Fr. Sanders).

Report given to:

☒ Archbishop Weakland ☒ Bishop Skiba ☒ Fr. Carroll Straub (Clergy)
☐ Fr. Al Veik (Religious) ☐ Rick Tank (Non-Cleric) ☐ Fr. Len Barbian
☒ Matt Flynn (Legal) ☒ John Gorski (Insurance)

ECV/SLW/4/97

ADOM033835

4/19/79

Archbishop Rembert G. Heakland
P.O. Box 2018
Melwaukee, Wis. 53201

Dear Archbishop,

This letter is in the form of a formal complaint in regard to Reverend William J. Effinger of St. Francis de Sales Parish in Lake Geneva, Wisconsin.

My son, age 13 years, was sexually molested by Father Effinger on Easter Sunday, April 15, 1979 at the parish rectory. I have confronted Father Effinger, face to face, in this matter and he admits to these charges.

It is my request that Father Effinger be relieved of his pastoral duties at St. Francis de Sales parish for the welfare of my son and other young children in the parish. I would also strongly recommend that psychotherapy be administered to Father Effinger in that I feel he is in great need of this type of treatment.

My wife and I do feel great pity

for this man and do not desire any
scandal in this matter.

It was my decision not to discuss
this matter with Father Spach Ganiel, the
pastor of St. Francis, as I feel this is
the archbishop's prerogative.

[REDACTED]

[REDACTED]

Barbara Quicke

FEB 13 2003

FILE COPY

Bishop Richard Skelba



1/26/03

Dear Bishop Skelba,

Thank you for your letter. We appreciate you corrected what you said at the dialogue session October 22nd. It must comment, however, about what you said in your letter about our conversation in 1998 at St. Francis de Sales. Bishop Skelba, you say in your letter that I requested you call my son. I never requested that of you. You very kindly offered to call and promised me you would. You broke that promise. If, in your letter, you are apologizing for breaking that promise, then I accept that you say you are sorry and so does my husband.

We will never forget the pain and sorrow expressed by so many victims of sexual abuse by clergy who bravely came forward at the dialogue session October 22nd. We will never forget their faces. We pray for strength each day. It is not easy. Our lives will never be the same.

We hope and pray 2003 will be a year of justice, peace, and healing. We hope for a better year for everyone.

Sincerely,



ADOM035573

ADDENDUM TO AGREEMENT BETWEEN

██████████ AND THE ARCHDIOCESE OF MILWAUKEE

WHEREAS, ██████████ executed a Settlement Agreement and Mutual Release, along with ██████████ St. Francis DeSales Catholic Church, William Effinger, and the Roman Catholic Archdiocese of Milwaukee, which Settlement Agreement and Mutual Release is attached to this addendum and incorporated by reference; and

WHEREAS, the settlement amount to be paid to ██████████ under that settlement agreement is \$2,000, receipt of which is acknowledged; and

WHEREAS, ██████████ and the Archdiocese of Milwaukee mutually agree that in further consideration of ██████████ signing the Settlement Agreement, and for the mutual promises made in the attached Settlement Agreement, and for other valuable consideration, receipt of which is hereby acknowledged, an additional \$21,000 will be paid to ██████████ by the Archdiocese of Milwaukee, receipt of which is hereby acknowledged;

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. The Archdiocese of Milwaukee, in further consideration of the mutual promises made between the Archdiocese and ██████████ in the attached Settlement Agreement, and for other valuable consideration, receipt of which is hereby acknowledged, agree to pay ██████████ the sum of \$21,000, in addition to the \$2,000 paid to her under the attached Settlement Agreement, for a total payment

to [REDACTED] of \$23,000. All parties will bear their own costs and attorneys' fees associated with this settlement.

2. [REDACTED] agrees that in accepting the \$2,000 under the attached Settlement Agreement, and an additional \$21,000 from the Archdiocese, receipt of which is hereby acknowledged, she is entitled to no further amount of money for any reason pursuant to the attached Settlement Agreement and this addendum.

3. The Archdiocese of Milwaukee and [REDACTED] further agree that nothing in this addendum shall be construed to change in any manner any of the terms of the attached Settlement Agreement and Mutual Release entered into between them, and signed by the Archdiocese of Milwaukee on February 18, 1994, and by [REDACTED] on May 11, 1994, other than that [REDACTED] shall receive this additional \$21,000, receipt of which is hereby acknowledged.

4. In witness of this addendum to the agreement, we have hereunto set our hands on the dates respectively indicated.

[REDACTED]
ROMAN CATHOLIC ARCHDIOCESE
OF MILWAUKEE

By: [Signature]

Date: May 13, 1994

IN PRESENCE OF:

[Signature]

IN PRESENCE OF:

[Signature]

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release
(hereafter "Agreement") is made by and between [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] St. Francis DeSales
Catholic Church ("St. Francis"), William Effinger, and the
Roman Catholic Archdiocese of Milwaukee (hereafter
"Archdiocese"), and all of its affiliated entities.

WHEREAS, [REDACTED] allege
certain claims against William Effinger, St. Francis, and the
Archdiocese, arising from certain sexual abuse of [REDACTED]
[REDACTED] by William Effinger commencing in or about 1972 and
continuing for a period of time thereafter; and

WHEREAS, [REDACTED] and [REDACTED] further
allege that the Archdiocese and St. Francis may be liable for
the actions of William Effinger that give rise to the alleged
claims; and

WHEREAS, William Effinger, St. Francis and the
Archdiocese deny [REDACTED]
claims, and there is a dispute between the parties; and

WHEREAS, the parties to this Agreement wish to
settle and compromise all claims of [REDACTED]
[REDACTED] against William Effinger, St. Francis, and the Roman
Catholic Archdiocese of Milwaukee, and all of the
Archdiocese's and St. Francis' employees, agents, officers,

directors and assigns, including, without limitation, all members of the Roman Catholic clergy and all parishes, schools and religious orders, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, arising from the alleged abuse of [REDACTED] by William Effinger without the necessity of formal litigation and expense, and all parties wish to generally release one another from all liability for any claims that may exist to the date of the signing of this Settlement Agreement, including, but not limited to, any claims for sexual abuse of [REDACTED] by William Effinger;

NOW, THEREFORE, in consideration of the mutual promises herein provided and other valuable consideration, receipt of which is hereby acknowledged, the parties to this Agreement hereby agree as follows:

1. William Effinger, St. Francis and the Archdiocese jointly agree to pay to [REDACTED] the total sum of \$15,000, and to [REDACTED] the total sum of \$2,000, receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement.

2. William Effinger, St. Francis, and the Archdiocese jointly agree to pay for five years of psychotherapy expenses for [REDACTED] with a cap on those expenses per year of \$5,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist approved by the Archdiocese's Professional Review

Panel, and will be promptly paid upon receipt of those bills. Consent to [REDACTED] selection of a therapist will not be unreasonably refused, and the Professional Review Panel will inform [REDACTED] within thirty days of his designation of a therapist whether or not that therapist has been approved, with reasons given in the event of refusal. The parties further agree that the Archdiocese shall make payment to the therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED] for up to a capped amount of \$5,000 a year for five years commencing on February 15, 1994, and ending on February 15, 1999. The total joint obligation of William Effinger, St. Francis, and the Archdiocese under this paragraph shall not exceed \$5,000 for any individual year, nor shall it exceed a total of \$25,000 for the five year period.

3. In addition to the amounts set out in paragraphs 1 and 2 above, William Effinger, St. Francis, and the Archdiocese jointly agree to pay up to \$13,000 on behalf of [REDACTED] for past medical, hospital, and psychotherapy bills that [REDACTED] alleges he has incurred and is unable to pay, subject to the following conditions. Any medical, hospital, or psychotherapy bills to be paid under this paragraph must have been for services actually provided to [REDACTED] by a licensed therapist, medical doctor, or hospital prior to February 1, 1994, and

billed at that entity's customary rate. Any bills for services that [REDACTED] seeks to have paid under this paragraph must be sent by [REDACTED] or by anyone else at his request, to the Archdiocese of Milwaukee, P.O. Box 07912, Milwaukee, WI 53207-0912, Attn.: Wayne Schneider, and must be received by the Archdiocese of Milwaukee prior to February 1, 1995. Any such bills must be sent by certified mail, with a record of receipt by the Archdiocese. Proof of receipt prior to February 1, 1995 by the Archdiocese is of the essence. The Archdiocese, St. Francis, and William Effinger will not be obligated under this paragraph to pay for any past medical, hospital, or psychotherapy bills on behalf of [REDACTED] that are not actually received by the Archdiocese prior to February 1, 1995, and in any event the total joint obligation of William Effinger, St. Francis, and the Archdiocese under this paragraph for payment of past medical, hospital or psychotherapy bills of [REDACTED] shall not exceed \$15,000.

4. In return for the payment in paragraphs 1 and 2 above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, [REDACTED] agree to release and forever discharge William Effinger, St. Francis DeSales Catholic Church, Parish and School, the Roman Catholic Archdiocese of Milwaukee, and all of the Archdiocese's and St. Francis' employees, agents, officers, directors and assigns, including, without limitation, all

members of the Roman Catholic clergy, and all parishes and schools, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee from, and covenants not to sue them for, all claims, causes of action, charges, and demands, whether in tort, contract, loss of society and companionship, or otherwise, of any nature that either or both may have had at any time up to and including the date of signing of this Settlement Agreement, including without limitation any claim of any nature arising from any assault, injury, whether physical or mental, or any other activity by William Effinger.

5. William Effinger, St. Francis, and the Archdiocese hereby release and forever discharge [REDACTED] from all claims, demands, and causes of action of any nature that were in existence up to and including the date of the signing of this Settlement Agreement.

6. As a condition precedent to the payment of the sums set out in paragraphs 1, 2, and 3, [REDACTED] and [REDACTED] hereby agree not to disclose to any third-party, including, without limitation, any newspaper, any electronic media, any reporters, and any other individual, or to release for publicity any of the allegations which have been made against William Effinger, St. Francis and the Archdiocese of Milwaukee, or the terms of this Agreement. The terms of this agreement relating to confidentiality do

not apply to any disclosures made to [REDACTED]
therapist, attorney, support person (as that term is used in
AODA treatment) or close friends or relatives. [REDACTED]

[REDACTED] understand and agree that the
confidentiality and secrecy required in this Agreement are
material considerations for the payments to be made pursuant
to this Agreement.

7. The parties agree that this agreement is not an
admission of liability on the part of any party.

8. [REDACTED] DECLARE THAT
THEY HAVE READ THE FOREGOING AGREEMENT, AND FULLY UNDERSTAND
ITS TERMS. [REDACTED] FURTHER DECLARES THAT HE HAS
OBTAINED PROFESSIONAL COUNSELING FOR THE INJURIES ALLEGED AND
UNDERSTANDS THEIR IMPACT ON HIM; AND DECLARES THAT HE
VOLUNTARILY ACCEPTS THE TERMS AND SUM OF MONEY UNDER THIS
AGREEMENT FOR THE PURPOSE OF MAKING A FULL AND FINAL
COMPROMISE, ADJUSTMENT AND SETTLEMENT OF ALL CLAIMS AS
DESCRIBED ABOVE.

9. In witness of this Agreement, we have hereunto
set our hands on the dates respectively indicated.

[REDACTED]
IN PRESENCE OF:
[REDACTED]



IN PRESENCE OF:

Elyse C. Russell

WILLIAM EFFINGER

William Effinger

Date: 4-25-94

IN PRESENCE OF:

Ray Hall

ROMAN CATHOLIC ARCHDIOCESE
OF MILWAUKEE

By: Fr. R. Thomas Venne
Fr. R. Thomas Venne

Date: 2/18/94

IN PRESENCE OF:

Elyse C. Russell

ST. FRANCIS DESALES
CATHOLIC CHURCH

By: Fr. Gerald Leonard

Date: 3/25/94

IN PRESENCE OF:

Elyse C. Russell

SETTLEMENT AGREEMENT
AND MUTUAL RELEASE

This Settlement Agreement and Mutual Release (hereafter "agreement") is made by and between [REDACTED] (hereafter sometimes referred to as "claimant"), and the Roman Catholic Archdiocese of Milwaukee (hereafter "Archdiocese"), William Effinger, and St. Francis DeSales Catholic Church (hereafter "St. Francis"), hereafter sometimes collectively referred to as "respondents".

WHEREAS, the claimant has alleged certain claims for damages against the respondents, based on certain allegations that William Effinger sexually abused [REDACTED] in or around 1978, and continuing for a period of time thereafter; and

WHEREAS, [REDACTED] further alleges that the Archdiocese and St. Francis may be liable for the actions of William Effinger that give rise to the alleged claims; and

WHEREAS, the respondents deny the liability alleged and there is a dispute between the parties; and

WHEREAS, the parties to this agreement wish to settle and compromise all claims of [REDACTED] against the Archdiocese of Milwaukee, William Effinger, and St. Francis DeSales Catholic Church, and against all of the Archdiocese's and St. Francis' employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation St. Francis DeSales Catholic Church and

any persons or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, including, without limitation, all insurers of the Roman Catholic Archdiocese of Milwaukee and its affiliated entities, arising from the assaults and other conduct of William Effinger alleged by claimant, without the necessity and expense of formal litigation, and wish to generally release one another from all liability for any claims that may exist to the date of the signing of the agreement, including, but not limited to, any sexual abuse, assault, negligent supervision, or other claim by [REDACTED] against the Archdiocese and St. Francis, and against any other persons or entities listed above who may allegedly be responsible for the actions alleged;

NOW, THEREFORE, in consideration of the mutual promises herein provided and other valuable consideration, receipt of which is hereby acknowledged, the parties to this agreement hereby agree as follows:

1. The respondents agree to pay to [REDACTED] jointly the total sum of \$10,000, receipt of which is hereby acknowledged. All parties will bear their own costs and attorneys' fees associated with this settlement. In addition to the payment above, the respondents jointly agree to pay for six months of psychotherapy expenses for [REDACTED] with a cap on those expenses of \$3,000. Therapy bills are to be submitted directly to the Archdiocese from a licensed therapist and will be promptly paid upon receipt of those

bills. The parties further agree that the Archdiocese shall make payment to the therapist for reasonable bills, charged at the customary normal rate charged by that therapist to his or her patients generally, for therapy services actually provided to [REDACTED] for up to a capped amount of \$3,000 commencing on April 1, 1995, and ending on October 1, 1995.

2. In return for the payments above, and for the mutual promises contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, [REDACTED] hereby releases and forever discharges St. Francis DeSales Catholic Church, William Effinger, the Roman Catholic Archdiocese of Milwaukee, and all the Archdiocese's and St. Francis' employees, agents, officers, directors and assigns, including, without limitation, all members of the Roman Catholic clergy, all Roman Catholic schools, all religious orders, all parishes, including without limitation St. Francis DeSales Catholic Church and all of its employees, agents, officers, directors, and assigns, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee, from and covenants not to sue them for, all claims, causes of action, charges, and demands of any nature, whether in tort, contract, or otherwise including but not limited to negligent supervision, respondeat superior, conspiracy, and punitive damages, that he may have had at any time up to and including the date of the signing of this

agreement, including but not limited to any claims arising from any assault, injury, whether physical or mental, or any other activity of William Effinger, including any claim for loss of companionship or other damages.

3. William Effinger, St. Francis DeSales Catholic Church, and the Archdiocese of Milwaukee hereby release and forever discharge the claimant from all claims, demands, and causes of action of any nature that they may have had up to and including the date of the signing of this agreement.

4. The claimant agrees that he will not reveal to anyone, other than as may be mutually agreed to in writing, any of the specific terms of this agreement or any of the amounts, numbers or terms and conditions of any sums payable to the claimant hereunder. Claimant hereby understands and agrees that this confidentiality section of the agreement is of paramount importance and that observance of this confidentiality section is of the essence to the agreement achieved between the parties. He agrees to abide by the terms of this confidentiality section as consideration for and as an integral part of the agreement.

5. Nothing in this agreement shall be construed as an admission of liability on the part of any party.

6. [REDACTED] declares that he has read the foregoing agreement; discussed it with his lawyer; and fully understands its terms. [REDACTED] further declares that he has obtained professional counseling for the injuries and assaults alleged and understands their impact on him, and

understands that his condition could worsen in the future;
and declares that he voluntarily accepts the terms and sum of
money under this agreement for the purpose of making a full
and final compromise, adjustment and settlement of all claims
of any nature that he may have against the respondents.

7. In witness of this agreement, we have hereunto
set our hands on the dates respectively indicated.



WILLIAM EFFINGER

William Effinger

Date: 4-3-85

In the presence of:

[Signature]

ST. FRANCIS DESALES CATHOLIC CHURCH

By: [Signature]

Title: PASTOR

Date: 3/24/95

In the presence of:

Mary Hogan

ARCHDIOCESE OF MILWAUKEE

By: *William J. Quinn*

Title: Chancellor

Date: 3-20-95

In the presence of:

Spence C. Quinn

Entry for the Chart of [REDACTED]

12/13/94 by Liz Piasecki

I spoke today with [REDACTED]. I called her at the request of Father David Braun who had spoken with [REDACTED] after the Archbishop's interview appeared in the newspaper. [REDACTED] was disturbed over the article in the paper. She said that [REDACTED] read the article and that [REDACTED] was abused by William Effinger. [REDACTED] said that [REDACTED] were close friends of Father Effinger and they had entertained him a number of times at their home in Lake Geneva. She said that they had three boys who shared a bedroom. The boys used to comment that I hope he (meaning Father Effinger) doesn't come into our bedroom and wake us up. [REDACTED] She said that in one week Effinger was mysteriously gone. She noted that her middle boy called Effinger a "faggot" and then it came out that he had been molested. Another son said Effinger tried to do that to him as well, but he rolled over in bed. Their son [REDACTED] is now [REDACTED]

[REDACTED] She has asked for some assistance for [REDACTED] who was the son molested by Effinger for therapy. She would pass on the information that the Archdiocese does assist with therapy for victims of sexual abuse by clergy. She works at [REDACTED] [REDACTED] She also can be reached by calling her on Tuesdays and also after 3:00 p.m. at home.

SEXUAL ABUSE LOG - SEPTEMBER 1993

9/13/93 by Liz Piasecki

Today I contacted Father Dan Sanders at Holy Name Parish in Sheboygan at the request of Bishop Sklba. Father Sanders had indicated to Bishop Sklba that they were in need of some further work in Sheboygan and that the District Attorney, Mr. Robert Wells had, in fact, made a request to be in contact with someone at the Diocesan level. According to Father Sanders, the District Attorney has some concerns about what has happened post legal process regarding Father William Effinger. Father Sanders is going to arrange a meeting with myself and the District Attorney and himself and we will get together to discuss further what the DA's concerns are.

ADOM055460

SEXUAL ABUSE LOG - SEPTEMBER 1993

9/1/93 Today I had a discussion with Wolfgang Strauss who was the probation officer in Sheboygan who did a pre-sentence investigation on Father William Effinger. He wanted to meet me and to let me know his concerns about the cooperation that he received in terms of trying to get background information for his pre-sentence on Father Effinger from the Archdiocese. He had some serious concerns about the cooperation and lack of information he received from the Vicar for Clergy, Father Venne. I indicated to him that my sense is that if we say we are going to cooperate with the civil authorities, we will be cooperating with the civil authorities in the future. He is a very nice man, had some genuine concerns and some real concern for the Archdiocese of Milwaukee in terms of improving its response to clergy sexual abuse.

ADOM055464

4/4/98

Dear Archbishop Weakland.

My husband [REDACTED] and I have only recently learned that our son, [REDACTED] was a victim of Father Eppinger's pedophile abuse at Holy Name Church and we are devastated. We confronted [REDACTED] with this information on a recent trip to [REDACTED] where he is a [REDACTED]

I came away from this visit with two important conclusions. First, [REDACTED] is very embittered and angry that the Archdiocese would reassign Father Eppinger to Holy Name knowing full well his past pedophile history. We cannot possibly imagine the far-reaching effects of his horrendous actions on these very young innocent boys, their families, and spouses.

[REDACTED] will be [REDACTED] and is married to a wonderful young woman, [REDACTED] whom he has chosen to leave in [REDACTED]

his last place of residence. His

His attempt to deal with his past abuse experience has placed

And he continues to live in isolation from both and his family.

remains hopeful that with some healing, may once again become the young man she fell in love with and

She has spent this time apart from in intensive counseling trying to make some sense of this horrendous situation. She loves him very much!

My second impression from our visit concerns loss of faith. He has made it clear that the Catholic Church will never again be a part of his life. And this makes me very sad.

I don't know if will ever agree to any counseling or professional help, to search for a resolution and healing for his

He's left me with the impression

that only he can somehow work through this horrible situation. I pray that he will eventually seek some professional therapy. I am powerless to know how to help him. It's so dreadful that the victim somehow becomes the guilty.

I know that [REDACTED] will be upset that I have written to you. If you choose to respond to this letter, [REDACTED] address is:

[REDACTED]

From a loving and concerned mother,

[REDACTED]

[illegible]



3501 South Lake Drive
St. Francis, WI 53235-0912

① Notes for meeting at Holy Name, [REDACTED]
[REDACTED]

ADOM056002

Thank - ① my chance as unfolded
Case. ② good point & good will and -
to me. - ③ point 1 long & regain.

June 2, 1992 - [redacted] called - alleged sexual
abuse 23 years ago - Found out B.E.
pastor of H.V.
- appointed for June 10 (wife not
to know.)

June 18, 1992 - did not show up, T.V. called
his house on a other line -

Aug 18, 1992 - [redacted] called again. [redacted]
did not keep appointment to see what
Church would do. Scheduled meet
for early Sept.

Sept 8, 1992 - [redacted] with T.V.
(Taped by channel 12?) Tom
- As the other [redacted] said -
no. ?? -

-
- decision made to ask B.E. to leave
- [redacted] insisted point Be told reason. On basis
of my inf. I said not necessary.
Had already gone to channel 12.
- Reasons:
① [redacted]
② [redacted]
③ [redacted]

On Oct 14, long interview at Chandel 12 on
 sex abuse for "general prison & air
 N end of month.

- They already had been in touch with [redacted]
 I was set up. - Used only snippets.

On Oct. 24 at Gutter. Talbot called. They had
 moved up departure. - [redacted] with Ch. 12
 had come to meeting. Wend - had obtained
 admission for B.E. -

Oct. 25 - 8:00 Langens called me. Saw me
 for morning and informed them of progress.

1979, April - case reported to me in a letter.
 Send Don Weber (archbishop) to talk to family,
 pastor and B.E.

- placed under psych. care - 4
 mo's - felt OK to resign -
 - removed but as years went on,
 more & more nervous, daily,

With what I know now I felt like I
 never to - (nervous) - (gut)

What we are missing -

① some from Kenya days - are 20 yrs old

② 3 [redacted]

③ at least one from about 12 years ago -

Shibuya - looks like there may be another -

① alcoholic - Jellu

② - sound of pers because of [redacted]

Questions:

How frequent?

Pedophilia - no more than:
juv. society (under pubert) - no cure -
we'll discuss -

= tragic for child - years ago not seen as seriously.

- Ephedrophilia - attractive toward
young adults - China - overwhelmingly no /
cases involve homosexual ephedrophiles. -
Seems more frequent

- Formation -

- What are possible causes? Probably none - but
alcoholic - probably the

- What tests?

no valid ones yet - no mature adult
profiles.

- [redacted] : ① report immediately - we do so, if (within 6 years) -
- ② If ally. seem to have problems, indeed restricted mind - (Dangerous but...)
- Who pays? - [redacted] for consulting - some have accepted help -
 - Usually drawers (before #987) work it out.
- Perone came - \$650,000 150,000 by our self used portion -
- Does it have anything to do with celibacy?
 - marriage does not help polyphilia - (with Porter)
 - Some who was molested enter celibate com. order not to deal with it abominably.
 - Boy married to woman - large pool - + this less stress a point - with
 - more points water alone now - support systems not there.

Valid of ~~assess~~ ^{5.} ~~pts~~

— loss — but ~~very~~

Future:

① psychosocial development —

② Rehabilitation but not reassess — almost
never will be possible.

xx too risky

Judge Turner & Day —

③ desirability? — still up in air.

— better for child.

— but better for society??

Cases: — ② convictions

— ② alleg., police mist., dropped.

② ~~and~~ cases — alleg denied — wish to fix the.

② — settle out of court? — single allegations.

MEMORANDUM

DATE: November 2, 1992

FAXED TO: Archbishop Weakland, Bishop Skeba, M. H. Johnston, O.P.
Other resource people received by hand/phone

FROM: Joan Boehm

HOLY NAME TOWN HALL MEETING

REVISED TIME: 7 P.M.

ATTENDANCE: (Estimated by several Holy Name parishioners)
200-450

REVISED DECISION ON MICROPHONE FOR AUDIENCE:

Hard acoustics, estimated large audience will make hearing very difficult for resource people and facilitator as well as audience. Also, audience has strong need to be heard.

Therefore, a microphone will be on floor (held by Boehm to assure all speakers an opportunity to speak.)

CONCERNS EXPECTED TO SURFACE REPEATEDLY:

1. Fr. Effinger's well-known history of alcohol abuse . . .
Why didn't the Diocese "do something" about it?
2. Why didn't Diocese respond to the parishioners' calls, letters, etc.
concerning his problem?
3. Why did parishioners learn about Fr. Effinger from the media?
4. Why doesn't someone address the needs and negative peer assessment being
experienced by our children who were not physically abused but feel "scorned"
by their peers because of their association with Fr. Effinger?

Questions 1, 2, and 3 evoke very strong feelings. They may be repeated by many speakers . . . and patience in repeating the answers will help clarify this issue for the audience.

AGENDA: (All resource people and facilitator should gather 10 minutes before 7 p.m. to confirm or revise the agenda.)

1. Archbishop will welcome, reflect on the weekend Masses, the strength of the parish as well as the enormity of the loss. Encourage openness . . . assure tonight's listening and on-going responsiveness.

Announce Judge Foley here or later in response to a question.

2. Introduce facilitator Mary Howard Johnston O.P. member of the Program Benjamin Board of Directors and extensive experience as a former Asst. D.A.
3. Facilitator will introduce resource people . . . set ground rules. Announce that in order to try and give everyone a chance to be heard, would appreciate it if speakers would speak for only a few minutes. Also, will announce that meeting will end at 9 p.m. . . . Ongoing responsiveness and concern remains.

Introduce Mrs. Boehm at microphone. "She's there to assist you."

ADOM056008

TO Archbishop Weakland
FROM: Joan Boehm

RE: an in-house coordinator for your "team" would serve as the focal point and clearing house for all informationa and plans.

1. Will help to eliminate the sense of uncertainty in team members.
2. Will reassure them that they will perform as you wish.
3. Reassure you that all elements are in place.

WOULD YOU CONSIDER...

.Holding a meeting of the team soon to assure it is ready to move into action AT A MOMENT'S NOTICE WHENEVER NEEDED. The positions of the team members should consider this a permanent assignment in the event of future incidents.

.Appoint the in-house team coordinator (it has to be someone who is used to facility coordination, meeting processes and meet deadlines. Also, must be sensitive to parish and individual needs and CONFIDENTIALITY ISSUES) Would Gallagher be good for this?

.Could I attend any meeting to review the Channel 12 videos to determine if there is going to be a legal response to their method of investigative reporting of this incident?

FOR YOUR INFORMATION...

- . I agree with your thought on Barbara Cusack as spokesperson. She is thoughtful, energetic, decisive, confident and **NOT FEARFUL** of the media. If she is ever misquoted, she won't waste much time "fretting" about it. She is bright, knowledgable and a wonderful representative.
- . Regarding Jean Mulrooley. She is a very conscientious and meticulous professional. She is attentive to detail and accuracy. She is also able to see the "big picture." I hope when you and Dan Henry assess the Communications Office needs, her strengths and potential are recognized. I don't see that office benefitting another round of television and radio performers... although I do recognize the need for you to have a "breather" from the media hot seat. Perhaps Dan Henry and Cusack could fill th spokesperson role and the rest of the communication needs be filled by less expensively by free-lancers or part-timers. (there are many people out of work in this field)

MONITOR YOUR PHYSICAL STRENGTH. THIS HAS BEEN AN EXHAUSTING TIME...AND THE FLU IS AROUND. TAKE CARE.

Thank you for allowing me to serve you.

AGREEMENT AND MUTUAL RELEASE

This Agreement and Mutual Release (hereafter "Agreement") is made by and between [REDACTED] and the Roman Catholic Archdiocese of Milwaukee, and all of its affiliated entities, schools, and parishes, including, without limitation, St. Francis de Sales Congregation and School (hereafter "Archdiocese").

[REDACTED] has advised the Archdiocese that he was sexually abused by William Effinger (hereafter "Effinger"), a priest of the Archdiocese, during approximately 1979 when [REDACTED] was a minor. The Archdiocese has acknowledged this fact to be true.

[REDACTED] and the Archdiocese entered into mediation to achieve reconciliation and restoration, to address issues of concern to both sides, to further prevent sexual abuse of minors and to enhance Church practices in this regard, and to otherwise resolve and settle all disputes between them.

Accordingly, the parties to this Agreement wish to resolve and satisfy all claims of any nature that [REDACTED] has against the Archdiocese, and all of the Archdiocese's employees, agents, officers, directors, affiliates, and assigns, including, without limitation, all members of the Roman Catholic clergy and all parishes, schools, and religious orders, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese, arising from the sexual abuse of [REDACTED] by Effinger without the necessity of further proceedings or expense of any nature, and all parties wish to generally release one another from all liability for any claims that may exist to the date of the signing of this Agreement, including, but not limited to, any claims for sexual abuse of [REDACTED] by Effinger.

So, in consideration of the mutual promises made here, and other valuable consideration, receipt of which is hereby acknowledged, the parties to this Agreement agree as follows:

QBMKE5591069.1

1. The Archdiocese agrees to provide [REDACTED] with \$50,000. These funds shall be used at [REDACTED] own discretion.

2. The Archdiocese of Milwaukee agrees to provide payment for counseling for [REDACTED] and his immediate family members (parents, siblings, spouse and children). The Archdiocese shall make payments to the counselor for reasonable costs, billed at the counselor's usual and customary rate. Notwithstanding any other provision in this Agreement, the Archdiocese's therapy payments owed under this provision shall be based upon treatment plans submitted by each individual and his/her counselor.

3. The Archdiocese of Milwaukee agrees that pastoral outreach to victims-survivors is essential and, as such, commits to facilitating and supporting an outreach program for victims/survivors of clergy sexual abuse in the Lake Geneva area, in conjunction with the pastors of the area parishes, parish leadership, victims/survivors of clergy sexual abuse, and other professionals. The goal of this coalition will be to create a regionally-focused outreach plan to best serve the needs of victims-survivors and their families in the Lake Geneva area. This includes the establishment of support groups for victims/survivors and their families, as well as a support network for any victims/survivors yet to come forward. Meetings to develop such a plan will begin by September 15, 2004.

4. [REDACTED] and the Archdiocese will each bear their own costs and any attorney's fees associated with the settlement, and there will be no payment to [REDACTED] other than that specifically enumerated in these paragraphs.

5. In return for the payments set out above, and for the mutual promises contained herein, [REDACTED] releases and forever discharges the Roman Catholic Archdiocese of Milwaukee, and all of the Archdiocese's employees, agents, officers, directors, affiliates, insurers and assigns, including, without limitation, all members of the Roman Catholic clergy,

and all parishes, schools, and religious orders, including, without limitation, St. Francis de Sales Congregation and School and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee from, and covenants not to sue them for, all claims, causes of action, charges, and demands, whether in tort, contract, or otherwise, of any nature that he may have had at any time up to and including the date of signing of this Agreement, including, without limitation, any claim of any nature arising from the assault, injury, whether physical or mental, or any other activity by Effinger.

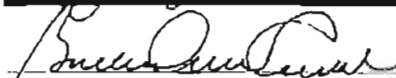
6. The Archdiocese hereby releases and forever discharges [REDACTED] from all claims, demands, and causes of action of any nature that were in existence up to and including the date of the signing of this Agreement.

7. This Agreement supersedes all prior understandings and agreements between the parties, and constitutes the full agreement of the parties. This Agreement may be executed in counterparts, each of which shall constitute an original, no other counterpart needing to be produced all of which, taken together, shall constitute the same instrument. No change to this Agreement shall be enforced against any party unless it is in writing signed by both parties.

8. The undersigned represent and warrant that each has read the foregoing Agreement; had an opportunity to discuss it with a lawyer; and fully understands its terms; voluntarily, freely, and without coercion signs the Agreement; and that Dr. Barbara Anne Cusack is an authorized representative of the Archdiocese and is duly authorized to execute this

Agreement and Mutual Release.

[REDACTED]



Archdiocese of Milwaukee
by: Dr. Barbara Anne Cusack

7/19/2004
Date

7/21/04
Date

AGREEMENT AND MUTUAL RELEASE

This Agreement and Mutual Release (hereafter "Agreement") is made by and between

[REDACTED] hereafter [REDACTED], whose address is [REDACTED]
[REDACTED] and the Roman Catholic Archdiocese of Milwaukee, and all of its affiliated entities, schools, and parishes (hereafter "Archdiocese")

[REDACTED] has brought to the attention of the Archdiocese that he was sexually abused by William Effinger (hereafter "Effinger"), a priest of the Archdiocese, when [REDACTED] was a minor.

[REDACTED] and the Archdiocese entered into mediation to achieve reconciliation and restoration, to help repair the emotional pain to [REDACTED] to address issues of concern to both sides, to further prevent sexual abuse of minors and to enhance Church practices in this regard, and to otherwise resolve and settle all disputes between them.

Accordingly, the parties to this Agreement wish to resolve and satisfy all claims of any nature that [REDACTED] has against the Archdiocese, and all of the Archdiocese's employees, agents, officers, directors, affiliates, insurers, and assigns, including, without limitation, all members of the Roman Catholic clergy and all parishes, schools, and religious orders, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese, arising from the sexual abuse of [REDACTED] by William Effinger without the necessity of further proceedings or expense of any nature, and all parties wish to generally release one another from all liability for any claims that may exist to the date of the signing of this Agreement, including, but not limited to, any claims for sexual abuse of [REDACTED] by Effinger.

So, in consideration of the mutual promises made here, and other valuable consideration, receipt of which is hereby acknowledged, the parties to this Agreement agree as follows:

1. The Archdiocese agrees to provide, in a timely manner, payment for counseling by a counselor, psychologist, psychiatrist and/or other mental health provider and for non-experimental medication as deemed necessary and appropriate by his/her counselor for [REDACTED] and his immediate family members (i.e., spouse and children, mother, siblings). The Archdiocese shall make payments to the counselor for reasonable costs, billed at the counselor's usual and customary rate. Notwithstanding any other provision in this Agreement, the Archdiocese's therapy payments owed under this provision shall be based upon treatment plans submitted by each individual and his/her counselor. The Archdiocese shall not have access to any medical records other than the treatment plan prepared by his/her counselor. This payment and reimbursement is limited to medication and therapy expenses including hospitalization if needed relating to injuries suffered as a result of the sexual abuse of [REDACTED] by Effinger.

2. The Archdiocese affirms its commitment to protect children and youth and to prevent future abuse of minors especially through education of clergy and school children.

3. The Archdiocese agrees to provide [REDACTED] with \$40,000. These funds shall be at [REDACTED] discretion for purposes he deems helpful in his healing.

4. The Archdiocese agrees to provide [REDACTED] with \$30,000 to assist with payment of debt related to the sexual abuse of [REDACTED] by Effinger.

5. [REDACTED] and the Archdiocese will each bear their own costs and any attorney's fees associated with the settlement, and there will be no payment to [REDACTED] other than that specifically enumerated in these paragraphs.

6. In return for the payments set out above, and for the mutual promises contained herein, [REDACTED] releases and forever discharges the Roman Catholic Archdiocese of Milwaukee, and all of the Archdiocese's employees, agents, officers, directors, affiliates, insurers, and assigns, including, without limitation, all members of the Roman Catholic clergy,

and all parishes, schools, and religious orders and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee from, and covenants not to sue them for, all claims, causes of action, charges, and demands, whether in tort, contract, or otherwise, of any nature that he may have had at any time up to and including the date of signing of this Agreement, including, without limitation, any claim of any nature arising from the assault, injury, whether physical or mental, or any other activity by Effinger.

7. The Archdiocese hereby releases and forever discharges [REDACTED] from all claims, demands, and causes of action of any nature that were in existence up to and including the date of the signing of this Agreement.

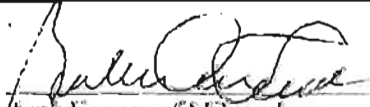
8. This Agreement supersedes all prior understandings and agreements between the parties, and constitutes the full agreement of the parties. No change to this Agreement shall be enforced against any party unless it is in writing signed by both parties.

9. The undersigned represent and warrant that each has read the foregoing Agreement; had an opportunity to discuss it with a lawyer; and fully understands its terms; voluntarily, freely, and without coercion signs the Agreement; and that Dr. Barbara Anne Cusack is an authorized representative of the Archdiocese and is duly authorized to execute this Agreement and Mutual Release.

[REDACTED]

2-8-05

Date


Archdiocese of Milwaukee
by: Dr. Barbara Anne Cusack

2-11-05

Date

AGREEMENT AND MUTUAL RELEASE

This Agreement and Mutual Release (hereafter "Agreement") is made by and between [REDACTED] (hereafter [REDACTED]) and the Roman Catholic Archdiocese of Milwaukee, and all of its affiliated entities, schools, and parishes, including, without limitation, St. Francis de Sales Congregation and School (hereafter "Archdiocese").

[REDACTED] has advised the Archdiocese that he was sexually abused by William Effinger (hereafter "Effinger"), a priest of the Archdiocese, when [REDACTED] was a minor. The Archdiocese has acknowledged this fact to be true.

[REDACTED] and the Archdiocese entered into mediation to achieve reconciliation and restoration, to address issues of concern to both sides, to further prevent sexual abuse of minors and to enhance Church practices in this regard, and to otherwise resolve and settle all disputes between them.

Accordingly, the parties to this Agreement wish to resolve and satisfy all claims of any nature that [REDACTED] has against the Archdiocese, and all of the Archdiocese's employees, agents, officers, directors, affiliates, insurers, and assigns, including, without limitation, all members of the Roman Catholic clergy and all parishes, schools, and religious orders, and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese, arising from the sexual abuse of [REDACTED] by Effinger without the necessity of further proceedings or expense of any nature, and all parties wish to generally release one another from all liability for any claims that may exist to the date of the signing of this Agreement, including, but not limited to, any claims for sexual abuse of [REDACTED] by Effinger.

So, in consideration of the mutual promises made here, and other valuable consideration, receipt of which is hereby acknowledged, the parties to this Agreement agree as follows:

1. The Archdiocese agrees to provide [REDACTED] with \$50,000. These funds shall be used at [REDACTED] own discretion.
2. The Archdiocese agrees to provide payment not covered by insurance for counseling and non-experimental medication prescribed by a licensed counselor relating to the medical and physical well

being of [REDACTED] and his immediate family members (parents, siblings, spouse and children). This payment and reimbursement is limited to medication and therapy expenses relating to injuries suffered as a result of the sexual abuse of [REDACTED] by Effinger. The Archdiocese shall make payments to the counselor for reasonable costs, billed at the counselor's usual and customary rate. Notwithstanding any other provision in this Agreement, the Archdiocese's therapy payments owed under this provision shall be based upon treatment plans submitted by each individual and his/her counselor.

3. The Archdiocese agrees to reimburse [REDACTED] for unreimbursed counseling costs relating to injuries suffered by [REDACTED] as a result of the sexual abuse of [REDACTED] by Effinger prior to this Agreement, based on the submission of proof of payment and in accord with reimbursement policies in place at the time the counseling was undertaken.

4. The Archdiocese agrees that pastoral outreach to victims-survivors is essential and, as such, commits to facilitating and supporting an outreach program for victims/survivors of clergy sexual abuse in the Lake Geneva area, in conjunction with the pastors of the area parishes, parish leadership, victims/survivors of clergy sexual abuse, and other professionals. The goal of this coalition will be to create a regionally-focused outreach plan to best serve the needs of victims-survivors and their families in the Lake Geneva area. This includes the establishment of support groups for victims/survivors and their families, as well as a support network for any victims/survivors yet to come forward. Meetings to develop such a plan.

5. [REDACTED] and the Archdiocese will each bear their own costs and any attorney's fees associated with the settlement, and there will be no payment to [REDACTED] other than that specifically enumerated in these paragraphs.


6. In return for the payments set out above, and for the mutual promises contained herein, [REDACTED] releases and forever discharges the Roman Catholic Archdiocese of Milwaukee, and all of the Archdiocese's employees, agents, officers, directors, affiliates, insurers and assigns, including, without limitation, all members of the Roman Catholic clergy, and all parishes,

schools, and religious orders, including, without limitation, St. Francis de Sales Congregation and School and any person or entity affiliated with the Roman Catholic Church in the territory of the Archdiocese of Milwaukee from, and covenants not to sue them for, all claims, causes of action, charges, and demands, whether in tort, contract, or otherwise, of any nature that he may have had at any time up to and including the date of signing of this Agreement, including, without limitation, any claim of any nature arising from the assault, injury, whether physical or mental, or any other activity by Effinger.

7. The Archdiocese hereby releases and forever discharges [REDACTED] from all claims, demands, and causes of action of any nature that were in existence up to and including the date of the signing of this Agreement.

8. This Agreement supersedes all prior understandings and agreements between the parties, and constitutes the full agreement of the parties. This Agreement may be executed in counterparts, each of which shall constitute an original, no other counterpart needing to be produced all of which, taken together, shall constitute the same instrument. No change to this Agreement shall be enforced against any party unless it is in writing signed by both parties.

9. The undersigned represent and warrant that each has read the foregoing Agreement; had an opportunity to discuss it with a lawyer; and fully understands its terms; voluntarily, freely, and without coercion signs the Agreement; and that Dr. Barbara Anne Cusack is an authorized representative of the Archdiocese and is duly authorized to execute this Agreement and Mutual Release.

[REDACTED]

Archdiocese of Milwaukee
by: Dr. Barbara Anne Cusack

10/4/04
Date

10-7-04
Date

651. William Effinger

On October 26, 1992 I called [redacted] to review the circumstances and events since our last telephone conversation and to report on the actions taken by the Archdiocese. He felt strongly that this was a teachable moment and that some efforts toward general forgiveness should be pursued with clear information to those whose work required that knowledge. I also spoke with both Fr. David Brown in Lake Geneva and Fr. Jerry Brittain in Kenosha to review the basic circumstances which led to Bill Effinger's departure from Holy Name Parish in Sheboygan, to alert them to possible inquiries within their own respective parish communities and to make sure that Project Benjamin resources were available to anyone who may allege inappropriate behavior from the past. That same morning I spoke with the Parish Secretary, Claudia and Fr. Terry Huebner of St. Peter, Claver Parish in order to offer pastoral support as the wound is re-opened and to seek any advice they might have for us at this time.

That same day I also spoke with [redacted] who acknowledged that Bill has been depressed for a long time, but has not spoken of any of the issues raised by Channel 12. Peter knows where Bill is and will send a card to me with the request that I forward it to Bill's address.

Also that same day both Tom Venna and I spoke with Matt Flynn who cautioned [redacted]

RJS

775. Effinger, William

On October 27, 1992 I received a call from Dave Braun that the [redacted] had come to see him about their concerns because they had written about their son. He also said Ch. 4 & 12 had tried to reach him. I told him in the absence of our Press Person, we were referring all news media to Archbishop Weakland's Office. I also received a call from [redacted] who said he had been a victim of Bill Effinger and didn't want it to happen again. He said only a few weeks ago he had been thinking about coming forward now that he was older. I explained to him that the present allegations were from 23 years ago and we just found out. I told him what Bill had done since that time with treatment and how we followed the best advice that we could get at the time. He wasn't aware that

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Effinger, William - continued

this was from before his time at Lake Geneva. He feels we will get other calls since he knows it did happen to others. He said he will feel very upset if he finds out we placed Bill as a Pastor, and it happened again in Sheboygan. I received a call from [redacted] mother. She was concerned because they had sent a letter shortly after Bill Effinger left Lake Geneva so that the abuse of their son might be a matter of record. She was disturbed that the Archbishop said there was only one other case, when she knew of another reported from Lake Geneva. She said that they had destroyed their copy of the letter so as not to have their son see it. I told her that Archbishop Weakland had gone to Sheboygan on Monday after being away for the weekend and had not had a chance to check everything. I told her that I had talked to the Archbishop this morning and that I had sent him a copy of her letter. She was very thankful that we did have a copy of it and didn't indicate any animosity toward the Diocese.

I received a call from [redacted] who was at St. Mary's Parish in Kenosha when Bill was there. In 1972 when he was a Freshman in High School, Bill had parties in the gym and had the boys sleep overnight. The kids liked him and looked up to him. One time Bill came about 11-12 midnight and brought beer and cigarettes. He took one boy to the Sacristy for wine and the boy came back and said Bill tried to fondle him. [redacted] didn't go again because he didn't like the drinking. He was not abused but knows two who said they were. He asked if I wanted their names. Neither is in Kenosha anymore. I told him if he wanted to contact them and give them my name and number I would be happy to talk with them if they wanted to do so.

I talked to Bob Effinger, Bill's brother, who called from the airport in Chicago. He heard about the news report from his son. He was not aware of any of this. He asked where Bill was and I gave him the number to call. He asked where his sister was and I informed him that I was told she was staying with one of her children.

RTV

Select Effinger Sexual Abuse Intake Reports

- 2/26/98 Sexual Abuse Intake Report documenting report of 13 year old male abused by Effinger at Holy Name Parish in approximately 1988. The abuse occurred in the context of an overnight party in the school hall. Effinger reportedly gave the individual alcohol prior to the incident.
- 1/15/04 Sexual Abuse Intake Report documenting report of abuse by Effinger when male was around 12 years old in the late 1960s at St. Mary's in Kenosha. The individual reported sleeping overnight in the gym and Effinger providing beer for him and other boys. The individual woke up and was tied up and does not know what may have happened.