

SHRINE OF THE MOST BLESSED SACRAMENT

6001 WESTERN AVENUE, N.W.

WASHINGTON, D.C. 20015

(202) 966-6575

Sept 4, 1982

Dear Archbishop Roach,

Well I have arrived safe and sound in D.C. I want to thank you for your support of me these past few weeks. I am especially grateful for your allowing me to use you as a "scape goat" for my change in educational plans. I feel good about schooling at Catholic University and think I will accomplish some good work.

In my conversation with Dr. Lendon he had no particular recommendation to make regarding counseling. Don Rice has suggested that I contact Jim Hug for spiritual direction. I could also ask him to suggest a counselor if you feel that would be appropriate. If you have a particular counselor in mind I would appreciate knowing as soon as possible so that I can begin therapy.

I feel confident that these next two years will be a time for great growth for me. I appreciate the confidence you have shown in me. I hope to be able to repay that confidence with loving and reflective service to the priests of the archdiocese.

Again many thanks, I hope to see or hear from you soon.

In Christ

P.S. Could you also send a letter that will explain that I am in Washington with your knowledge and approval? A possible sample is enclosed.

JD, MB, T.O., DU F. Korf -

5/19/83

Re: Fr. C. Gualapen

~~JD~~ JD = Jim Duggan

MB = Mark Ball

T.O. = Tim Quinn

DU = Terry

J.D. - From Fr. M. Kennedy

One Child (a boy) has seen several counselors -

① Hill Manning - 6/82

② Fr. Pierre

③

Knows 2 more children involved - does not  
meet with one child or family here -

Fr. M. Kennedy (?)  
estimates 30-35 children involved

T.O. - apparently the police have knowledge  
of ① + ②

6/15/82 T of us of White Deer & St Matthews

Was being moved <sup>Constitution</sup> to head Center for Priority Ministry

To Call 6/82 - tracing off for drive (Car for  
Priority Ministry)

MB July or Aug 82 sent. at left eye while  
in Prison out

(2)

J.D. - Amblerman has apparently been paying medical  
bills for the one boy (X) - since August, 82

Sentencing of J or G delayed until 5/27/83

(X) to kill Jimmy #6/F2 (1)

Fr Kennedy advised J.D. -

Some legal opinion - may be common law - sought  
by some one - perhaps Fr Pierre -

Fr Corf -

Understands Fr. K knew in August, 82

Thinks it had come to Major H -

Thinks parents called Major H. + advised them  
Major H then advised ADP

" " suggested boy (X) go to Fr Pierre

(Apparently here is the source of medical expenses  
which Amblerman has been paying.)

See Notes  
meeting 11/17/83  
more precise  
info.

(3)

Fr Koof (continued)

Fr P did not report sexual abuse to authorities.  
(Civil law requires ~~that~~ such notice)

October, 1982 (X) went to another counsellor - then it was  
reported to police -

Fr G had been scheduled to go to England (for prob)  
in 1982 - ADP confronted Fr G - ADP changed  
address & sent to call 46 - thinking then Fr G, tried to  
say, seek psychiatric care - Fr G. apparently did so.

Koof or Kennedy? ←  
(probably Koof)

Fr K learned about the case just around Xmas, 1982

Fr G came back to Wk 1) Xmas season - sang with  
Gloria Choir ~~group~~ group at Mass - parents of (X) at  
the Mass - this became too much

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Re: Civil law -

T.D. = ~~some~~ some known "reasonable" action should be  
taken by person (professional) who learns of the abuse.

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Fr Koof

Fr G's transfer from Wk 1) had nothing to do with  
the abuse case - had been scheduled previously -

(4)

For Kott

For. Co. work at Mpls C4C - ~~REDACTED~~  
was with administrative stuff - he does  
not think he worked with children

F. C. - after W.B. believed at St. Matthews -  
doesn't know if he had anything to do  
with children or liturgy -

For. Co. lived at parents in Washington -

DATE: May 27, 1983  
MEMO TO: Archbishop Roach  
FROM: Mert Lassonde  
SUBJECT: Fr. Gil Gustafson

Ted Collins called at 3:05 p.m. to advise that Gil was sentenced to 18 months in the Stillwater State Prison; that sentence was stayed. He was then given ten years probation during which he is to have continuous treatment and be law abiding; he will spend six months in the Ramsey County Workhouse beginning May 31.

Ted suggested that he believes that an appeal could be made to have Gil released from the workhouse during the daytime to work in a place like Branch Two or some other such assignment.

Ted's phone numbers are: Work, 227-0611, Home, 436-7702.

cc: Msgr. Hayden  
Fr. Carlson  
Fr. Korf

John L. Buck, Ph.D.  
668 E. Wheelock Parkway  
St. Paul, Minnesota  
55106

August 7, 1983

Archbishop John Roach  
226 Summit Avenue  
St. Paul, Minnesota

Dear Archbishop Roach,

I am writing to you as both a member of the diocese as well as a clinical psychologist. I have been wanting to write to you since I heard the media accounts of the sexual abuse committed by Fr. Gil Gustafson against a minor from his parish. My concern is the manner in which the diocese reportedly repented to this abuse. Undoubtedly all would agree that this was a tragic episode which brought terrible pain to the victim, his family, the parish, as well as Fr. Gustafson.

My specific concern centers on the newspaper reports that the diocese was aware of the sexual abuse as early as July, 1982 but the matter was not brought to the attention of the police until January, 1983. If this matter is true, I believe it adds to the scandal of the entire episode. As a psychologist, I have worked with the victims, the offenders and the families involved in child sexual abuse. This experience has convinced me that sexual abuse needs to be reported to the police and prosecuted through the courts. This legal process is needed to insure that treatment is followed to completion, other possible victims are identified and society can make the statement that the offender was responsible and the victim innocent. Failure to notify legal authorities increases the likelihood of the offender reoffending. I have been involved in several cases in which repeat offenses were incorrectly believed to be single occurrences because no one reported them at the time.

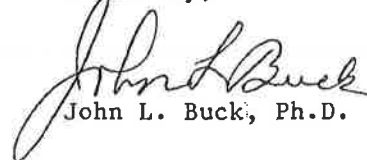
From the legal perspective, there are state mandatory reporting laws which apply to sexual or physical abuse, or neglect, of minors. Any teachers, nurses or counselors who were aware of the sexual abuse by Fr. Gustafson and failed to report it, violated this law.



Finally, the Church's reported failure to promptly notify the legal authorities gives the impression that the Church was attempting to circumvent legal justice. It creates the impression that we ignored what was right in the situation in order to avoid "bad press". I am aware of the trauma for the offender when his abuse is made public. In fact, I am a friend of Gil and we attended St. John Vianney together, so I am particular empathetic to this issue. Nevertheless, I believe it is imperative that sexual abuse be promptly reported to the appropriate authorities.

If it is not already the case, I believe that the diocese should have a firm policy of immediately reporting any child abuse uncovered by any Church member, regardless of the status of the offender.

Sincerely,



John L. Buck, Ph.D.

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

226 Summit Avenue

Saint Paul, Minnesota 55102-2197

*Office of the Archbishop*

May 7, 1986

Monsignor J. Jerome Boxleitner  
Catholic Charities  
404 South 8th Street  
Minneapolis, Minnesota 55404

Dear Monsignor Boxleitner,

In response to your letter of April 29th regarding Father Gil Gustafson and your proposal to continue to employ him under Catholic Charities as your COMMUNITY OUTREACH AND LEADERSHIP AND TRAINING PROGRAM DIRECTOR, I would like to offer the following comments.

After careful consideration of your proposal I accept it with the following conditions:

1. Father Gustafson would report directly to you and you would have an explicit understanding with him that he is to have no contact with minors in his job.
2. That Catholic Charities would continue to employ and reimburse Father Gustafson.

I am prepared to accept the fact that there will be some priests and other parish personnel who may not approve of Father Gustafson being in this job or in any job for the Archdiocese. However, I do think that this is an appropriate use of his many talents. I know that you will be very discreet in working with Gil in terms of choosing which parishes would be appropriate for him to approach and which would probably not be appropriate. I commend you for your own sensitivity in trying to help him and I believe if you and I and other appropriate Archdiocesan personnel work very carefully and conscientiously with Gil, we will be able to preclude any difficulties.

I thank you for your bringing this to my attention and pray that this initiative will work best, not only for Gil, but for the Church.

Sincerely yours in Christ,

Most Reverend John R. Roach, D.D.  
Archbishop of Saint Paul and Minneapolis

MJO:mjw  
cc: Fr. Michael O'Connell  
Andy Eisenzimmer

ARCH-014707



# SAINT LUKE INSTITUTE

2420 Brooks Drive  
Suitland, Maryland 20746-5294  
(301) 967-3700

November 19, 1987

Confidential

Reverend William Kenny  
Personnel Director  
Archdiocese of St. Paul and Minneapolis  
226 Summit Avenue  
St. Paul, Minnesota 55102-2197

Re: Reverend Gilbert Gustafson  
SLI #11706

Dear Father Kenny,

Thank you very much for the referral of Father Gilbert Gustafson, a 36 year old priest of the Archdiocese of St. Paul and Minneapolis. I appreciated the opportunity to give you some preliminary feedback on Monday, November 16th and I am writing now to document more fully our evaluation of Father Gustafson. You are well aware of the background of his referral to us, but to put this report in context I will summarize those circumstances briefly. In the summer of 1982 the parents of a 15 year old boy with whom Father Gustafson had been sexually involved learned about this behavior and brought it to the attention of the diocese. Investigation led to the adjudication of Father Gustafson and he served four and one-half months in the workhouse. After his release he has participated continuously in outpatient therapy and, both by his own estimation and that of his therapist, he has made very good progress. Most importantly he has refrained from any repetition of the inappropriate behavior and he has learned significant coping strategies to make sure this does not happen again. Throughout the several years of treatment, Father Gustafson's ministry activity has been severely restricted. As part of the discernment about the possibility of expanding his ministry, he was encouraged to come to the Saint Luke Institute and participate in one of our aftercare workshops. Along with this participation a comprehensive psychological and physical evaluation was scheduled.

Father Gustafson came to us on October 27, 1987 and participated in all phases of the assessment process with admirable cooperation. He gave a great deal of information about himself with courage and candor, allowing us to come to a good understanding both of his history and his current psychological state.

We see human behavior as deriving from a wide array of motivations, experiences and even physical factors. In evaluating behavior that may be problematic we take a very broad approach. Our assessment protocol includes the following elements:

1. Structured interview by three members of the professional staff, including a psychiatrist
2. Physical examination and neurological examination,



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DAUGHTERS OF CHARITY  
NATIONAL HEALTH SYSTEM

ARCH-048860

3. Electrocardiogram (EKG),
4. Chest x-ray,
5. Electroencephalogram (EEG),
6. Computerized tomographic brain scan study (CT brain scan),
7. Neuropsychological testing including Wechsler Adult Intelligence Scale-Revised, Wechsler Memory Scale, Halstead-Reitan Neuropsychological Battery, and Minnesota Multiphasic Personality Inventory.
8. Informal meetings with current residents in the Saint Luke Institute rehabilitation program
9. Formal psychological interview with mental status examination
10. A dexamethasone suppression test. This is a biochemical challenge test which assesses the way the pituitary gland controls certain adrenal function. A positive test correlates highly with depressions that have a strong biochemical component and are frequently helped by antidepressant medication.

By Wednesday, November 6th all of the elements of our assessment had been completed and our evaluation team met to discuss our findings and then share them with Father Gustafson. The remainder of this report will largely recapitulate what was said to Father Gustafson in that feedback session. Much of the material which follows is extremely personal and sensitive in nature. We suggest that this report not be kept in the ordinary personnel files lest those without a need to know might have inadvertent access to it. Father Gustafson himself will be getting a copy of this report. Going over it away from the intensity of the treatment setting and reviewing it both with his therapist and other significant individuals should help him to use the information contained herein to maximum advantage.

Psychosocial History: Father Gustafson gave a great deal of information about his family background. For the sake of this report is it not necessary to repeat all of that here. A few comments, however, might be helpful in understanding the developmental context in which his problem arose. He is the youngest of four children. His parents remain alive in their mid 70's, although their health is deteriorating somewhat. His recollection of his family life is generally happy. His father is remembered as a good parent but a man with considerable internal anger. A role of alcohol excess in intermittent outbursts of anger on his father's part cannot be ruled out. Father Gustafson felt closer to him as a youngster but sometime after the age of eight he felt the relationship became more distant. His mother is described as a more introverted individual who was meek and gentle. His parents were not particularly affectionate with one another. Father Gustafson remembers himself as the one in the family who always wanted to be more demonstrative of affection.

Elementary school was easy for Father Gustafson. He was at the top of his class by the end of the eighth grade. He went on to minor seminary and was disappointed to find that this position of distinction was lost and academically he was only in the middle of the pack. Some time around his latter part of minor seminary the family went through a serious crisis over the out of wedlock pregnancy of his older sister. Father Gustafson remembers a great burden of shame and concern on his own part and can even recall bargaining with God to make the situation come out right.

After minor seminary Father Gustafson proceeded with his studies and his formation was uninterrupted until ordination in 1977. Father Gustafson took readily to parish work and enjoyed his first assignment as associate pastor very much. After his adjudication in 1983 his ministry was drastically restricted. He continued to work in the Church as administrator of Catholic Charities and was able to say Mass four days a week in his capacity as chaplain to a monastery of Poor Clare sisters. During the past four years he has been in continuous outpatient therapy primarily to deal with his sexual behavior problem, but in the course of this therapy he has addressed general developmental issues as well. He believes he has made significant progress in dealing both with his relational patterns as well as the management of his own anger.

Alcohol Use History: Inasmuch as alcohol excess is such a common phenomenon in our culture and because the disinhibiting effects of alcohol are so well known, we are careful to include an alcohol use inventory as part of our assessment protocol. As noted above, there is some data to suggest that alcohol excess was an intermittent problem for his father. Father Gustafson's own use of beverage alcohol has not been dramatic. However, he has had the subjective perception that at times he should cut down on his own drinking. He believes that at times alcohol may have been involved in some of his problematic behavior with young people. Although his current use of beverage alcohol does not appear abusive, it does seem wise, given his total situation, that he use alcohol with extreme caution, if at all.

Sexual Development History: Because of the nature of the referral, extra care was taken in tracing the development of Father Gustafson's sense of his own sexuality. His earliest sexual memory is of childhood play around age four or five. There was little in the form of sexual education at home. He remembers being shamed by his mother when he evidenced sexual curiosity or interest. He does not identify himself as being sexually mistreated or abused in any way. As an adolescent his sexual experience and contact with others seems well within cultural norms. The distress of his family associated with his sister's pregnancy was noted above. Father Gustafson at that time was experiencing some masturbatory conflict and promised to cease this behavior if the situation was resolved. This did not occur and it is likely that at least in some phases during late adolescence his masturbation was somewhat compulsive. In the latter part of minor seminary Father Gustafson had some sexual activity with another seminarian. Later on in the philosophy years he did some heterosexual dating.

In the latter part of the college years he became aware of some attraction to young adolescents. Initially, the sexual component of this was poorly recognized. He recalls finding children attractive and, as he worked with youngsters particularly during his deaconate placement, an awareness of their sexual appeal was almost an afterthought. Father Gustafson acknowledges sexual activity with adolescent boys between the years 1979 and 1982. In addition to this overt activity, he believes there was a larger number of adolescents where there was some covert contact such as wrestling and fondling through clothing that may or may not have been obvious to the youths involved. Diagnostically, it is relevant that in addition to the overt activity the youngsters with whom he had had sexual contact became incorporated into masturbation fantasies. Father Gustafson has explored this in therapy and is able to describe what would have been an idealized sexual partner.

As noted above, Father Gustafson has refrained from such inappropriate activity since his beginning of treatment several years ago. Under the guidance of his therapist he has learned several techniques for managing sexual awareness and inappropriate interests. He does appear to have advanced developmentally and has come to find relationships with other adults more comfortable and satisfying. He has learned that the sexual appeal of young males is a rather chronic situation with which he must cope through reliable mechanisms. He has learned to do this and follows his therapist's guidelines that he not be alone in the company of a minor. The data is sufficient to establish a diagnosis of paraphilia, not otherwise specified (ephebophilia in remission).

Physical Examination and Laboratory Examination: Father Gustafson has generally enjoyed excellent health. He does have a history of a serious head injury including a skull fracture which occurred at age eight. He is on no regular medicines and does smoke occasionally. While with us he received a thorough physical exam and a neurologic screening exam by Dr. David Isaacs, our consultant in internal medicine. On examination he was noted to be 73" tall with an appropriate weight of 195 lbs. His temperature was normal, his pulse 68 and his blood pressure 120/80. Examination of the head and neck was unremarkable. Chest and cardiac exams were normal. Abdominal exam showed no liver or other organ enlargement. There was no evidence of hidden gastrointestinal bleeding. Neurologic exam was normal with symmetrical reflexes and good coordination. His EKG and his chest x-ray were both normal. An extensive laboratory review yielded results that were almost entirely within normal limits. Important normals included tests of liver, kidney and thyroid function. Complete blood count was normal. Antibodies to hepatitis A, hepatitis B and the HTLV-3 virus were all negative. A toxicology screen showed no substance of abuse present in his system. A significant finding was a serum testosterone of over 1,300. Testosterone is associated with sexual interest and a sense of sexual urgency. This correlation is not linear but Father Gustafson's blood level of testosterone was 200 ng. above the upper limit of normal. This is likely to have some association with the intensity of his sexual urgings including those that made masturbation somewhat compulsive during his adolescence. This finding bears on management suggestions which will conclude this report. His dexamethasone suppression test was negative with both post suppression values below 5 mg./dl. In general Father Gustafson appeared in good physical health.

Neuropsychological Examination and Personality Assessment: The human brain is the organ of the body responsible for the highest level of integration of both experience and behavior. In evaluating behavior that may be problematic, it is important to establish the health of this organ. To this end we use the CT scan, the EEG and an extended battery of specialized tests. With regard to the CT scan, Father Gustafson's study showed an unexpected 1.3 cm. lesion in the right parietal lobe. This finding admitted of several diagnostic possibilities so an additional study in the form of a Nuclear Magnetic Resonance Scan was ordered. This NMR study yields very detailed pictures of the brain and was useful in clarifying the nature of the lesion identified on his CT scan. What was found was a small area of focal atrophy in the right parietal cortex. It was considered a likely result of the old head injury sustained at age eight. It is of the form known as a contra-coup lesion, that is, a head injury that occurs on the opposite side of the brain from where the blow is delivered. This phenomenon has

to do with the physiology of the brain which, in essence, floats in a bath of cerebrospinal fluid. With a blow to one side of the head the opposite side of the brain may sustain damage as it is thrust into the hard skull bone. There was no data to suggest a progressive lesion of any kind and no further followup is suggested. The EEG was normal in both the awake and asleep modes. Nasal pharyngeal leads were done to enhance yield.

The neuropsychological testing showed a very high level of attention-concentration. There were a few scattered impairments that tended to involve motor tasks. Overall, the neuropsychological function was not problematic. His Verbal IQ was 128, his Performance IQ 113, yielding a Full Scale IQ of 126. This puts him in the superior range of basic intellectual endowment. Memory for both verbal and figural material was fine. Tests of complex psychomotor learning were done in slightly more than the normal time with a pattern of a mild left hand deficit. Tests of abstract thinking and logical problem solving capacity were done very well. There was a subtle difficulty in picking up complex sensory stimuli in the fingers of the right hand. Mild right-sided deficits were noted. Special tests of frontal lobe function were performed well. Given the role of the frontal lobes in prudence, judgment and the inhibition of behavior these are important findings. Overall, our neuropsychologist discerned subtle findings consistent with residual effects of his old head injury. They are not seen as likely to effect his day to day life in any substantial way.

The formal personality testing yielded an MMPI profile that was valid but mildly defensive. Some tendency towards manipulation was noted as well as a substantial amount of authority problems. Relatively low frustration tolerance was postulated. A subtest of the MMPI, the MacAndrews Addiction Proneness Scale, indicated a rather high level of addiction proneness. Another personality inventory, the Millon, indicated histrionic, narcissistic and dependent traits. The projective protocol, including the Rorschach test, indicated a considerable amount of sexual preoccupation. Some cognitive rigidity was noted and a tendency to overcontrol emotions. Father Gustafson is likely to back away from emotionally provocative situations. He is somewhat self-focused but not in an aggrandizing way. Evidence of notable unmet need states was present. There were no obvious signs of depression, although a mild amount of situational anxiety was noted. The test record suggested that his goal setting may be below his basic intellectual and functional capacity. It was difficult to discern if this finding was perhaps a function of his current reality and recent history rather than long term tendency towards underachievement. The Draw-A-Person test yielded figures that were more mature than we typically see in those who have paraphilic disorders. An important finding of the personality testing was a general confirmation of the gains that Father Gustafson has made in treatment. The record suggested that he has, in fact, accomplished a lot and also that there is some need for continued work in the area of authority problems, management of his own anger and the development of behaviors aimed at getting his own need states met in the most appropriate fashions.

Diagnosis: Axis I paraphilia not otherwise specified (ephebophilia in remission)  
Axis II personality disorder not otherwise specified with narcissistic, histrionic and dependent traits  
Axis III 1.3 cm. area of atrophy in the right parietal region

Recommendation and Discussion: As indicated above, and in our telephone

conversation, Father Kenny, it is clear that Father Gustafson has participated meaningfully in his outpatient therapy and has accomplished much. We recommend that this therapy continue. Consistent with our view that sexual disorders such as his have an element of permanence, we see it as essential that individuals suffering from these commit themselves to a lifelong management plan. Many find some of the self-help groups patterned after Alcoholics Anonymous useful elements of such a plan. We suggest that Father Gustafson discuss the use of such self-help with his therapist and take action as appropriate. We recommend that he abstain from beverage alcohol. The test results and his own history indicate a certain vulnerability to alcohol abuse problems. Given the importance of ongoing management of his behavior, it strikes us as unnecessarily risky that he expose himself to the disinhibiting effects of beverage alcohol. In the light of the elevated serum testosterone, we think that Father Gustafson should seriously consider a trial on the sexual appetite suppressant Depo-Provera. This drug quite reliably lowers serum testosterone and usually has the subjective effect of lowering a sense of sexual interest and urgency, making the individual much more relaxed and comfortable. Given Father Gustafson's good management of his behavior, our recommendation of this drug is not a terribly forceful one. We do think, however, that it may have something substantial to offer him and not necessarily on a permanent basis. What would make sense to us and what we suggest he discuss with his therapist is the possibility of using the drug for a defined period of time, say six months, and to reflect on the usefulness of the drug as part of his management plan. Should he want to explore this option further, we would be willing to discuss it with him and we are also quite certain that there would be professionals in the Minneapolis area experienced in its use.

Lastly, we would recommend that Father Gustafson be given the opportunity to expand his ministry. It goes without saying that such expansion should still preclude working with minors. He is a talented man committed to his priesthood who has made a successful, good faith effort in dealing with his problem. He recognizes that ongoing care is appropriate and we see an expansion of his ministry in some appropriate form as not only safe but an important step in his continued growth as an individual.

In closing, I would like to thank you again for the referral of Father Gustafson to us. We very much enjoyed getting to know him and hearing of his successful treatment which was of such a different form from our own treatment program. We hope that our evaluation services prove useful to him as well as the Archdiocese and we ask for your continued prayers in support of our work. With every best wish, I am

Respectfully,

  
Frank Valcour, M.D.  
Medical Director

FV/bm

cc: Reverend Gilbert Gustafson



DATE: April 25, 1988

MEMO TO: Archbishop Roach, ✓ Father O'Connell, Father Bill Kenney

FROM: Bishop Robert J. Carlson

SUBJECT: FATHER GIL GUSTAFSON AND HIS POSSIBLE RESIDENCY AT  
ST. MARY'S HOSPITAL

As requested at the April 11th, 1988, Council meeting, I met with Father Kennedy, to discuss the potential assignment of Gil Gustafson, as an intern Chaplain at St. Mary's Hospital.

Mike is fine with that and was even supportive, but did have one caution which I pass on because it is significant.

He wanted to remind me that Gil's problem was not only with young boys, but he also seem to focus on late adolescent to 20-year old women, and there was some inappropriate sexual acting out with that age category as well.

Father Kennedy mentioned that he was not able to confront Gil on that, as it came up after he had left the parish for the pedophilia situation. Father Kennedy feels that St. Mary's should be aware of the fact that Gil Gustafson has acted inappropriately with vulnerable victims.

I am not sure what you want to do with this information, but I am sending it to you for whatever action might be appropriate.



ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

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**MEMO TO:** Staff Working at 226 Summit Avenue

**DATE:** January 8, 1989

**FROM:** Father Kevin M. McDonough

**RE:** SPECIAL CHANCERY CONSULTANT

Beginning on Thursday, January 11, 1990, Father Gilbert Gustafson will be providing some assistance to Father Michael O'Connell and myself on a long range planning project. He will be working here about half-time, and he will be sharing an office with Bishop Richard Ham.

I want you to know that he is authorized to have access to normal Chancery files and communications. Please help him to feel welcome among us.

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

**MEMO TO:** Archbishop John R. Roach  
**FROM:** Father Kevin M. McDonough  
**RE:** FATHER GIL GUSTAFSON

**DATE:** August 28, 1989

Archbishop, Father Michael O'Connell and I recently met with Father Gustafson to talk about his possible, informal involvement in a number of tasks at the Chancery. You may remember that I discussed this with you several weeks ago. The meeting was guided by several concerns. On the positive side, we recognize that Father Gustafson has some exceptional skills in planning and organizational work, and some good technical and personal sensitivity to issues around the sexual misbehavior of clergy. Furthermore, his salary and benefits are already being paid from one of our priest funds, so it seemed to make sense to explore ways in which the Archdiocese could receive some return from this financial investment. On the negative side, we are concerned not to weaken the credibility of yourself or your staff by associating Father Gustafson's very, very negative history with the work of Archdiocesan leadership.

Father O'Connell and I are prepared to recommend that Father Gustafson work on a 15-20 hour per week basis as an assistant to the chancellor. We would want to keep his involvement rather low key and "behind the scenes." At the same time, we both believe that he is capable of providing some very useful assistance.

Some of the areas of responsibility which he could undertake would include the following:

1. Archdiocesan synod: Under my direction, he could do the laborious reading and ongoing thinking about the utility of a synod for the Archdiocese. He could begin in the remote preparation for a synod which might not take place for another several years. He could be in communication with the synod planners of other dioceses and learn from their experience. This seems to be a good role for him because of his experience with an understanding of formal consultative processes. We will be careful not to make him anything like the "executive director of the synod" or some other official position which would hurt the credibility of the synod.
2. Legal/disciplinary cases: I think that for the most part Bishop Carlson, Father O'Connell and I are handling the details of these cases, and in particular, the content with victims and victimizers, sufficiently well. Father O'Connell and I are concerned about two elements, however. First, there are times when some of the details seem to slip through the cracks. The cases have now become so numerous and the numbers of people (present and former pastors of the various churches, victims and their families, treatment centers, police officials, family members of the victimizer priests, and so on) have become so numerous that it is easy

Archbishop John R. Roach  
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simply to let someone go on attended. The other area of concern is the question of the "big picture." This is the question of whether we are using the right treatment centers, whether we have looked into all the possibilities for prevention programs, whether further policies need to be developed, and so on. Although Bishop Carlson, Father O'Connell and I talk about these things from time to time, the fact is that we do not have sufficient time to prepare adequate responses. We would propose having Father Gustafson serve as a sort of "executive coordinator" in these cases. He would straighten out our information keeping in regard to each case. He would develop a master calender for follow up with priests, victims, and so on. He would have time to write for the information we need on background questions and give it some careful study, sorting out what is unimportant. Father O'Connell would continue to give primary direction to our handling of the details of these cases, but Father Gustafson would see that the details are, in fact, being handled.

3. Special projects: This is obviously a catchall category. Some of the sorts of things that are getting less attention than might be useful at present include the ongoing updating and adaptation of the Chancery building (our approach to this point has been quite piecemeal), and our participation in something called Public Arts St. Paul, which is a coalition of public and private administrators looking at the physical development of parts of the city of St. Paul, including the corridor between the capitol and the Cathedral. Father Gustafson could see that our interests are protected in these sorts of things.

I believe that there are other tasks in which he would prove useful and which he could carry out without a lot of public exposure. Do you approve of the direction we are pursuing with him?

KMM:ggr

cc: Father Michael O'Connell

ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS

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**MEMO TO:** Archbishop John R. Roach ✓  
Bishop Robert Carlson  
Father Michael O'Connell  
Father William Kenney

**DATE:** December 5, 1989

**FROM:** Father Kevin M. McDonough

**RE:** FATHER GIL GUSTAFSON

I met with Father Gil Gustafson on December 1, to review the information we have received from Dr. Schoener and to talk about possible short and longer term placements.

The meeting was set up, first of all, to review Dr. Schoener's letter responding to an inquiry on our part. You may recall that earlier this fall I proposed that Father Gustafson would work as a special consultant to the Chancery in regard to the sexual misconduct cases we are handling. It was agreed that before such an appointment could take place, it would be necessary for us to pursue the evaluation of Father Gustafson's readiness for such a position.

I am attaching Dr. Schoener's response. I would like to summarize what I consider to be the major points of the report:

1. Schoener believes that Father Gustafson is "able to effectively utilize appropriate controls" in maintaining appropriateness in his relations with others.
2. He has adequate structures in place in his life to maintain those controls. These include a proper balance among the elements in his spiritual, emotional, physical, and work life.
3. Dr. Schoener recommends that any placement for Father Gustafson ought to respect the structures and equilibrium that he has established. This precaution is the only way to ensure that he will avoid inappropriate behavior.

It is apparent, therefore, that Schoener is endorsing our employing Father Gustafson in a more active contributory role in the Archdiocese. I did not ask Dr. Schoener about placement in a parish, because at the time this inquiry began that was beyond our consideration. We would have to pursue further inquiries with Dr. Schoener before placing Father Gustafson in contact with young people.

Father Gustafson and I discussed the question of a parochial appointment. This came to him as a real surprise, and he expressed concern that it would take him a significant amount of time to reorient his thinking in that direction. He has recognized over the last several years that the question of a pastoral placement was out of the question, and so he has reoriented his

Archbishop John R. Roach  
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Page 2  
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thinking in that way. He also has managed to structure his life so that he simply does not encounter adolescent males on any regular basis. Pastoral placement would demand of him that he do some serious reordering of his internal defenses.

In the context of all of this, we discussed a three-part approach to Father Gustafson's future placement. I am proposing this to you, and I ask that we would bring it up for discussion as soon as it is appropriate to do so. I suggest the following steps:

I. Short-term Appointment: Consultant to the Chancellor

Father Gustafson continues to do a good deal of work for Catholic Charities. However, he has the time and expertise to provide us with assistance in the Chancery of which we have real need. I suggest that he be assigned to working with Father O'Connell and myself on the following matters:

1. Organize all the data for the clergy misconduct cases we currently have.
2. Do the background and organizational work for the further development of relevant policies in regard to clerical misconduct (sexual harrassment and exploitation, for example); the development of an advocate network; preventative education in seminaries; further educational efforts among clergy, Church professionals, volunteers, and parishioners.
3. Involvement in aftercare for clergy, including setting organized timetables for follow up with all of our men: and also serving as a contact person or resource for designated individuals.
4. Possible involvement in appropriate interventions with offending clergy.
5. Gustafson could provide an invaluable resource to us simply by doing the first two of these four points for a relatively short period of time. If it would prove to be impossible to put him back in a parish placement for a longer period of time, then he would be of real assistance in regard to the latter two as well.

II. Evaluation of Pastoral Placement

Putting Father Gustafson into a parish will require two key inquiries. First, we are going to have to evaluate the response that parishioners will make over the next six months or so as we restore certain priests to ministry. In the past, we have put priests back into parishes where they are already known after there has been negative publicity about them. After the first of the year we are going to be placing known

Archbishop John R. Roach  
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offenders into new parish situations. We will have to take a good look at how that can be done successfully, and what sorts of resistance we meet.

The other thing that we are going to have to do is raise the questions of individual suitability for parish work which have already been raised about Father Gustafson in connection with Chancery work. This will probably involve some further, although much shorter, work with Dr. Schoener.

### III. Longer Term Placement

Once we have gathered the kind of information referred to above, then we can begin to make some decisions about a longer term placement. It is possible that we will not be able to successfully place someone with Father Gustafson's history (criminal conviction for sexual misconduct with minors) in a parish setting. In that case, we would want to examine the continuation and formalization of his Chancery role. However, it might also be possible for him to undergo a relatively full return to the parochial setting. Finally, we might have to negotiate some mixture of the two.

I recommend that we avoid moving quickly on putting Father Gustafson back in a parish. His criminal record and the fact that he was sexually involved with minors makes him a much more difficult placement to "sell" to parishioners. Furthermore, he is not ready personally for such a placement. However, a careful process might be successful. In the meantime, I think that he could be a very real assistance to Father O'Connell and me.

KMM:ggr

Attachment

December 12, 1989

MEMO TO: Father Kevin McDonough

FROM: Archbishop Roach


I read your memo of December 5th on Gil Gustafson very carefully.

Let me give you some responses.

1. Overall I am prepared to have us move slowly on having Gustafson take up a parish ministry. However, it is critical that we understand that we have changed our minds on this and I think with good reason. Gustafson has always wanted parish work and it is true, we have indicated to him that that was unlikely, but with our change in policy it should not be that hard for him to adjust his thinking.
2. I'm prepared to have him do the kind of work you have suggested in the Chancery, but I do not see that as anything like a full-time job, nor would I want it to become a full-time job. As you know, jobs like that tend to create full-time equivalency unless we are very clear that that is not our intent.
3. I would like to have us move as quickly as possible, though not imprudently, to test a parish on the possibility of Gustafson serving it in a pastoral ministry. I realize that there is a difference with a criminal conviction, but I have a feeling that time has healed some of that and that we ought to be able to get him into a parish reasonably soon.

I would like to have you raise this issue at a Council meeting since I feel it would be worthwhile having a thorough discussion of it.

cc- Bishop Carlson  
Father O'Connell





Fr Gustafson file,  
please

GIL GUSTAFSON'S TASKS AS PART OF CHANCERY STAFF

- I. Summarize cases; track diocesan response; be KMCD'S "conscience", noting inadequacies/questions about how diocese is proceeding in any given case.
- II. Liaison to MCC Interdenominational Resourcing Committee.
- III. Work with the Parish Consultation Services Committee on dealing with the wounds in parishes caused by clergy misconduct.
- IV. Work with Mark Laaser on presenting "Healing the Wounds".
- V. Track the policy development of other dioceses and denominations and analyze for recommendation to the Archdiocese.
- VI. Keep track of interesting/helpful articles and literature and distribute as is appropriate.

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EX 141

DATE: APRIL 8, 1993  
MEMO TO: GIL GUSTAFSON  
FROM: FR. KEVIN MCDONOUGH  
SUBJECT: ASSISTANCE TO VICTIMS OF CLERGY SEXUAL MISCONDUCT

Gil, I am writing to ask your help in organizing an examination or rethinking of some of what we are currently doing. You have been helpful this kind of task in the past, and I would like to see if you would be interested again.

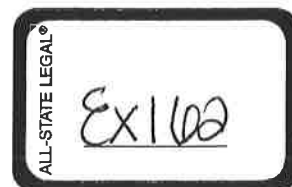
The issue involved is the way we talk about assisting victims and alleged victims of clergy sexual misconduct. Even though we are only five months from the issuance of the Archdiocesan Pastoral Statements, there are already some questions arising. Here are some of the things that are prompting some rethinking:

1) We have had an increase in the last year in complaints that we come to believe are simply false. It is difficult to know whether they are examples of "false memory syndrome" or are more deliberately misleading. In a couple of cases we find ourselves already having committed to provide counseling assistance for people whose complaint we judge, further in the process, to be unjustified.

2) In a couple of recent situations we have received basically a "bill" from a plaintiff's attorney for counseling help for people he is representing. Both of these are cases in which the complainant has never come to us, and the only information that we have about the abuse allegation is in the summons and complaint document. This information is not very detailed, and we do not have the opportunity to learn any more about the complaint except through the legal process. As a result, we can make no independent assessment of its validity.

3) Something quite different from the second category above are the situations in which we are providing assistance to people who are "not yet ready" to tell us about the specifics of the abuse, but who are recommended by and working with reputable therapists. In a couple of cases I have made the decision that the person seems genuine enough, but is also genuinely unable to give us the information in a coherent form at this point. I do not want to confuse this third category of question with the second, but I think it is also a practice we should reexamine.

4) We have a couple of instances of people who have been receiving counseling help (and in one case, a living stipend) for an extended period of time (over two years). I am beginning to



MEMO TO: GIL GUSTAFSON  
PAGE 2  
APRIL 8, 1993

wonder whether these relationships will ever move toward termination. We have not figured out how to face those questions yet.

5) The people who provide advocacy for us are already overloaded with people they are assisting. We are going to have to look now at either expanding the number of advocates we have or confining our advocates to working only with people alleging victimization by clergy of the Archdiocese (as opposed to clergy elsewhere or lay staff of Archdiocesan parishes).

These are five very different questions, and they should not be confused one with another. Each of them points out the fact that we are learning some important things about victim assistance. I would like to see us be able to thematize what we are learning, communicate that where necessary, and perhaps institute some new practices.

I am writing to ask whether you would be willing to organize that study. You and Sr. Dominica might be able to pull that together. I am not even sure how one would proceed on that. We might bring together a small group of people to discuss these questions, you or I or someone else might do some reflective writing on this, or some other approach might be possible.

Let me know if you would be willing to help pull this together.

MEMORANDUM

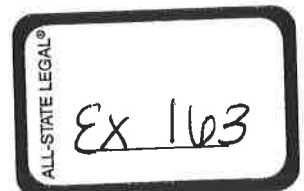
DATE: APRIL 26, 1993  
TO: KEVIN MCDONOUGH  
FROM: GIL GUSTAFSON  
RE: ASSISTANCE TO VICTIMS OF SEXUAL MISCONDUCT

Kevin, as I suggested at our staff meeting on April 13, 1993, I am willing to assist in the process of refining our response to the victims of sexual misconduct. I believe, however, that it is imperative that I not be identified as the primary architect of any revision in our response. The reason for this is that my history as a perpetrator could neutralize the worth of any suggestions I might make. I think we should carefully review the advisability of my assisting in this task because of the potential for backlash.

If it seems reasonable that I be involved in this project, I would propose that I act as a sort of "shadow" researcher on this matter. It is important that the person I work with on this be someone whom victims and their advocates would find credible. You suggested Sr. Dominica and I think that is fine. I would recommend that Sr. Dominica research this issue rather independently and then make a report to you. This would allow you to receive recommendations and make a decision regarding implementation rather than having you as researcher, evaluator and implementer of policy change.

All this being said I think that Dominica and I should meet with you to further discuss the issues to be researched. It is important that the research have a clear focus. As I have reflected on the issues you described in your April 8 memo to me I think it would make most sense for you, me and whoever will lead the research to meet before we start designing a plan of action.

Perhaps we can set a time to meet at the April 26, 1993 staff meeting.



DATE: MAY 7, 1993  
MEMO TO: SR. DOMINICA BRENNAN  
FROM: FR. KEVIN MCDONOUGH  
SUBJECT: ASSISTANCE TO VICTIMS OF SEXUAL MISCONDUCT

Dominica, at a recent meeting of the Executive Offices, you probably heard a brief discussion about some rethinking of our victim services. I mentioned at that time that I would like Gil Gustafson and yourself to be involved in that in some way.

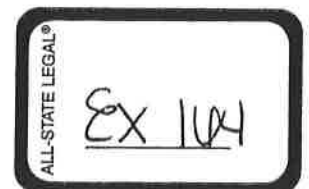
Gil Gustafson has done some thinking and sent the attached memo back to me. I think that Gil's point is well taken. Gil has been convicted of sexual misconduct with minors, and the public association of his name with any consideration of victim services from the Archdiocese could be seen as highly inappropriate. He indicates a willingness to assist in the process of study and research, but does not want to be publicly identified with it.

Would you have the time, interest, and willingness to take on this task? I do not know what your workload looks like at this point, and you may want to check that out with Bill Fallon. In the couple of times that you and I have met with victims together, I found you very sensitive and appropriate. You also have a good sense of process in justice, and I think that those would be helpful. I am also aware that you have many other responsibilities, however.

Why don't you look over the attached documents and give me some feedback.

Enclosure

bcc: Archbishop Roach



file please

February 27, 1995

STRICTLY CONFIDENTIAL

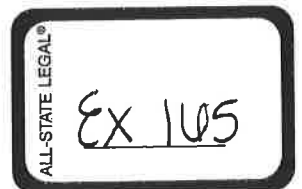
MEMO TO: Father McDonough

FROM: Archbishop Roach

The more we deal with Gil Gustafson the more I think he a classic example of someone that we ought to put before the Clergy Review Board without any bias or prejudice on our part. It would be very interesting to see what they recommend. Further, since it is only a recommendation, we aren't bound by it and I don't think we would lose anything.

Why don't we put him in that early and see what comes out of it.

cc- Bill Fallon



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# MEMORANDUM

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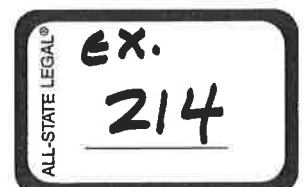
CHANCELLORS OFFICE 291-4405/291-4424

DATE: May 14, 2002  
TO: Clergy Review Board  
FROM: Bill Fallon  
RE: Gilbert Gustafson

The file of the above priest was reviewed by the Board in 1995, a copy of my summary to the Board and a draft of the Board's recommendation being attached.

In 1997 Fr. Gustafson left Catholic Charities at the request of Fr. McDonough and became a special assistant to the Archbishop and Fr. McDonough handling special projects. One of his major projects was the revision and reissuance of the 2000 policy on sexual misconduct "A Time to Heal". He has also over the past few years handled a number of other special projects. He continues to live at the rectory at St. Peter's in Mendota and to serve as Chaplain to the Poor Clares at the Monastery in South Minneapolis. In May of 1997, Fr. Gustafson was named as a defendant in a lawsuit alleging sexual misconduct on his part by an adult male for incidents occurring in 1980 and 1981. The Archdiocese provided and paid for therapy for the plaintiff. In 1998 the plaintiff's attorney, Jeffrey Anderson, notified us that he was withdrawing as counsel for the plaintiff. The plaintiff has not retained other counsel and there has been no further action with regard to the lawsuit which was never filed. Accordingly, we consider the claim to have been abandoned (it is our private belief that Mr. Anderson withdrew because of his belief that the case could not be successfully prosecuted).

Fr. McDonough has continued to meet with Fr. Gustafson and, in that regard, I am enclosing a recent letter from Sr. Fran Donnelly who is the head of our Ministry Division.



**FILE COPY**

## MEMO

TO: Bill Fallon and Deacon Sherman Otto

FROM: Fr. Kevin McDonough

DATE: November 14, 2003

RE: Disability status for Gil Gustafson and Mike Stevens

You are aware that I am trying to find the right "model" of permanent settlement of mutual responsibilities with Mike Stevens and Gil Gustafson. Unlike other priests covered by the Charter for the Protection of Children and Young People, these men are not near retirement age. I have believed that it was not good stewardship for the Archdiocese nor good pastoral care for these men simply to put them on a permanent retirement status. In a recent conversation with Gil Gustafson, however, I started to consider another alternative. I want to ask you two also to join me in this consideration, looking at what it may say both positively and negatively for the safety of our people and the pastoral care we owe these two men.

The possibility is this. What if we were to consider both of them partially disabled, and put them on a partial disability income until they become eligible for retirement. The amount of income would clearly be insufficient to support them in any kind of decent lifestyle all by itself. They both would be required by economic necessity to pursue gainful employment. We might even work in a provision by which they would refund to the Archdiocese some or all of the disability income should their income from other sources exceed a certain amount. This would give them a motivation to work while providing them some security about basic needs.

Most critical for both of them would be the possibility of access to health care benefits. Since both are likely to have to do contracting work rather than to get long term employment with an organization that provides benefits, access to health care is critical.

I recognize that there is some sensitivities here. We would have to make it absolutely clear that they are not our employees, but are disabled former employees. I do not know if that would still provide sufficient protection for the Archdiocese.

Please give this some consideration. I look forward to your input.



*file, please*

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## MEMORANDUM

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DATE: 1/20/2004  
TO: Kevin McDonough  
FROM: Gil Gustafson  
RE: Consulting

Kevin, at our January 12 meeting we discussed the possibility of my friend, Greg Henderson, and I providing some consultation to the Archdiocese regarding strategic planning and implementation of that planning process. I mentioned that Greg and I had talked with Dennis Cheesebrow and saw the possibility that we could be of some help for the diocese.

I told you that I realized I could not directly be one of the Archdiocese's vendors of service but sensed that it would be ok to be a part of a larger organization providing services. You agreed that it would be a different matter if I happened to be one of persons associated with an organization providing services.

I asked how my friend Greg might explore the possibility of providing services to the diocese in the field of organizational development, especially human resource development.

You recommended that Greg get in contact with Jim Lundholm Eades. Since Jim would not know of my relationship to Greg, Jim's assessment of the value of the kinds of consultation Greg (and I) could provide would be unbiased-a sort of "double blind." Greg is in the process of writing a letter of introduction to Jim. He will reference that one of his priest friends talked with you and you suggested to the friend that Greg be in touch with Jim.

This is all well and good. My question is when can I become visible to Jim? Greg will suggest in his letter that he and Jim meet. Should I be at that meeting or wait until there is actually work to do? I would prefer to be at the meeting, but I don't want to run counter to your desire that Jim make an unbiased decision about considering Greg (and me) as consultants.

I will meet with Greg on Thursday, January 22. If possible, I would like to be able to tell him what your counsel is on this. The best means of communication would probably be to call my cell phone (651) 295-0421.

Thanks, Kevin.

**STATUS AGREEMENT BETWEEN  
THE ARCHDIOCESE OF SAINT PAUL AND MINNEAPOLIS  
AND GILBERT GUSTAFSON**

This Status Agreement (hereinafter "Agreement") is made this 17<sup>th</sup> day of July, 2006, by and between **The Archdiocese of Saint Paul and Minneapolis**, a Minnesota religious corporation (hereinafter "Archdiocese") and **Gilbert Gustafson** (hereinafter "Gustafson").

**SCOPE OF AGREEMENT**

- a. Gustafson was ordained a priest of the Archdiocese on June 4, 1977 and is entitled to benefits through the Pension Plan for Priests and all health and welfare plans applicable to priests of the Archdiocese.
- b. On June 14, 2002, the United States Conference of Catholic Bishops approved a Charter for the Protection of Children and Young People (hereinafter the "Charter") which addressed the Church's commitment to respond effectively to allegations of sexual abuse.
- c. The Charter provides, in certain defined instances, that a priest is to be permanently removed from ministry; the Charter also provides, in certain defined instances, that a diocese offer certain assistance to such a priest.
- d. Pursuant to the Charter, the mandate of the Ad Hoc Committee on Sexual Abuse was renewed, and is now constituted as the Committee for the Protection of Children and Young People.

e. The United States Conference of Catholic Bishops decreed certain Norms for diocesan policies dealing with allegations of sexual abuse of minors; the Norms received the *Recognitio* of the Apostolic See on December 8, 2002 and were legitimately promulgated in accordance with the practice of the Episcopal Conference on December 12, 2002; and the Norms constitute particular law for the Archdiocese.

f. Prior to the promulgation of the Charter and the Norms, the Archdiocese adopted certain mandated policies regarding ministry related sexual misconduct.

g. The Archdiocese and Gustafson desire by this Agreement to acknowledge, memorialize and confirm certain determinations, transitional agreements and mutual obligations, all of which provide legal consideration for this Agreement.

h. Under the terms of the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis, "Total and Permanent Disability" means a "disability which prevents a Participant from engaging in his regular occupation as a priest for a Contributor and which is determined to be permanent in the judgment of the Ordinary." The Ordinary means the Archbishop of Saint Paul and Minneapolis.

i. The Archbishop of Saint Paul and Minneapolis, under and pursuant to the terms of the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis, as amended and restated, may conclude that: Because a priest who is engaged in the sexual abuse of minors has an intrinsic mental or physical impairment which has been determined to be permanent, and cannot now be cured or reversed by any voluntary act of the priest, and because such impairment prevents the priest from engaging in his regular occupation as a priest, such priest

will be determined to be permanently and totally disabled under the terms of the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis.

### **AGREEMENT**

It is hereby stipulated and agreed by the parties as follows:

1. The Archbishop of Saint Paul and Minneapolis, based on the advice and counsel he has received and upon his own experience as priest, rector, pastor, and bishop, and as Chair of the Ad Hoc Committee on Sexual Abuse (now constituted as the Committee for the Protection of Children and Young People), with respect to Gustafson and the terms of the Pension Plan for Priests of the Archdiocese of Saint Paul and Minneapolis, as amended and restated, has concluded that Gustafson is permanently and totally disabled.

2. Gustafson, being so disabled, is entitled to such vested retirement benefits under and pursuant to the terms of Pension Plan, as defined and provided therein.

3. Gustafson acknowledges that as additional consideration for this agreement, he has received from the Archdiocese certain transitional support and benefits.

4. The waiver and release by Gustafson set forth herein are fully supported by adequate consideration and are not given in exchange for consideration or anything of value to which Gustafson is already entitled.

5. Gustafson hereby agrees that:

- a. He will not present or hold himself out as a priest, agent or employee of the Archdiocese.
- b. He will not wear clothing or other symbols that publicly distinguishes Roman Catholic clergy or lead to confusion in the minds of the general public as to his status in regard thereto.

- c. He will not use or accept the title that by custom, usage or practice identify Roman Catholic clergy.
- d. He has an affirmative duty to take consistent, explicit steps to avoid being identified or presumed to be a member of the clergy or a priest.
- e. He has no office, faculties, assignment or presbyteral ministry of the Archdiocese or any other diocesan or eparchial entity of the Roman Catholic Church.

6. Gustafson acknowledges that the Archbishop of Saint Paul and Minneapolis considers him permanently removed from presbyteral ministry and he shall not at any time continue in presbyteral ministry and shall not be considered to be in any form of presbyteral ministry related to the Archdiocese, its parishes or other institutions within the Archdiocese.

7. Gustafson agrees to comply with any and all reasonable requirements of the Promoter of Ministerial Standards for the Archdiocese designed to ensure compliance with this Agreement.

8. For and in further consideration for this Agreement, Gustafson, for himself, his heirs, representatives and assigns, waives, releases, promises not to sue and discharges the Archdiocese and its officers, directors, employees, affiliated persons, firms or corporations from any and all claims, demands, contracts and agreements, rights, and causes of action, known or unknown, against the Archdiocese including but not limited to any and all claims arising out of Gustafson's association with the Archdiocese, and including:

- a. Any federal, state or local discrimination or civil rights statute including Title VII of the Civil Rights Act of 1964, Minnesota Statutes Chapter 363A, the Minnesota Human

Rights Act, the Age Discrimination in Employment Act of 1967, 29 U.S.C. §621 et seq., the Equal Pay Act, the Rehabilitation Act of 1973, Americans with Disabilities Act, the Family and Medical Leave Act, the Employment Retirement Income Security Act and the Fair Labor Standards Act.

- b. Any other federal, state or local statutes.
- c. Any tort theory including libel, slander, defamation or emotional distress.
- d. Any civil contract theory.
- e. Any wrongful termination theory.
- f. Any claim to salary, vacation, sick leave or overtime.
- g. Any equitable theory.
- h. Any claim for attorney's fees, up to the date hereof; provided however, that Gustafson does not waive or relinquish any future claim for defense or indemnification; further provided, however, that notwithstanding the foregoing or anything to the contrary herein, nothing contained herein shall obligate the Archdiocese to so defend or indemnify Gustafson.

9. Gustafson acknowledges that he has been informed in writing of the right to rescind the waiver or release of rights or remedies secured by Chapter 363A, the Minnesota Human Rights Act, within fifteen (15) calendar days of its execution. To be effective, the rescission must be in writing and hand-delivered or mailed within the fifteen (15) day period to Mr. Andrew J. Eisenzimmer, Chancellor for Civil Affairs, The Archdiocese of Saint Paul and Minneapolis, 226 Summit Avenue, Saint Paul, MN 55102. If mailed, the rescission must be: (1) postmarked within the

fifteen (15) day period, (2) properly addressed to Mr. Andrew J. Eisenzimmer, Chancellor for Civil Affairs, The Archdiocese of Saint Paul and Minneapolis, 226 Summit Avenue, Saint Paul, MN 55102, and (3) sent by certified mail, return receipt requested.

10. Gustafson hereby specifically waives and releases any and all rights, remedies, claims and causes of action known and unknown that he might have against the Archdiocese for any matter related to employment and the termination of employment under the Age Discrimination in Employment Act of 1967, 29 U.S.C. § et seq. Gustafson knowingly and voluntarily makes this waiver and release. This waiver and release does not cover rights, remedies, claims and causes of action that may arise after the date of execution of this Agreement. The waiver and release in this paragraph is not given in exchange for consideration of anything of value to which Gustafson is already entitled. Gustafson has been advised in writing to consult with an attorney before executing this Agreement. Gustafson has been given a reasonable period of time (at least twenty-one (21) days) to consider the waiver and release in this paragraph and the Agreement before executing the Agreement. Gustafson may execute the Agreement prior to the end of the twenty-one (21) day time period. The waiver and release in this paragraph of the Agreement may be revoked by Gustafson within seven (7) days after execution of the Agreement. The waiver and release in this paragraph shall not become effective or enforceable until the revocation period has expired. The seven (7) day revocation period shall not be shortened by the parties, by agreement or otherwise.

11. Gustafson and the Archdiocese, its officers and agents agree not to malign, defame or disparage the reputation, character, image, personality, integrity, performance, policies or procedures of Gustafson or the Archdiocese, its directors, officers, employees, agents, predecessors, successors, heirs, assigns and beneficiaries.

12. The parties each agree that the provisions of this Agreement are a significant inducement for the parties to enter into this Agreement. Any material breach of the terms of this Agreement would cause material and irreparable damage in an amount that would difficult or impossible to calculate. Both parties agree to submit claims relating to this Agreement to final and binding arbitration, and will abide by the decision rendered which may include any type of relief available in the civil courts, including equitable relief. The arbitration will be conducted according to the arbitration provisions of the Archdiocese of Saint Paul and Minneapolis Office of Conciliation. The selection of the neutral arbitrator and procedures to be followed in such case will be according to the provisions of the Manual of Procedures.

13. If any one or more of the provisions of this Agreement shall be held invalid, illegal or unenforceable in any respect, the remaining provisions of this Agreement shall remain in full force and effect.

14. Each party shall be responsible for its or his own attorney's fees, costs, and expenses incurred related to this Agreement.

15. This Agreement shall not be modified, amended or terminated except in writing and signed by both parties.

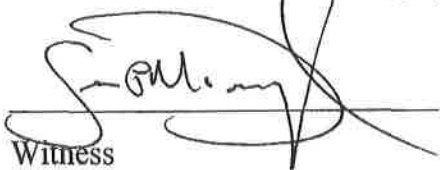
16. This Agreement shall be governed in all respects by the laws of the state of Minnesota.

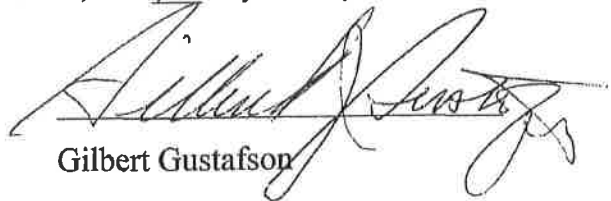
17. That in further consideration of this Agreement, Gustafson acknowledges full and complete settlement and further declares and represents that he is of legal age, is under no legal impediment, has full legal authority to make this Agreement, that no promises, inducements or agreements not herein expressed have been made to him, that this Agreement is not an admission of any violation of his rights; that Gustafson has read this document and understands its meaning and contents; and that Gustafson is aware of his right to have legal counsel advise and represent him in this matter and that he understands it and is signing it freely and voluntarily.



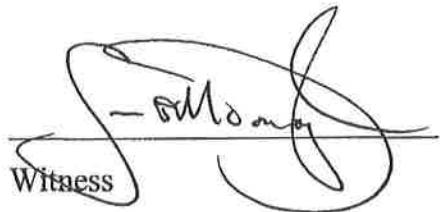
18. This Agreement shall become effective as of the date hereof.

**Gilbert Gustafson** hereby acknowledges that he has read and entered into this Agreement at Saint Paul, Minnesota, this 17<sup>th</sup> day of July, 2006.

  
Witness

  
Gilbert Gustafson

**The Archdiocese of Saint Paul and Minneapolis** hereby acknowledges that its undersigned authorized representative has read and entered into this Agreement on behalf of The Archdiocese of Saint Paul and Minneapolis at Saint Paul, Minnesota, this 17<sup>th</sup> day of July, 2006.

  
Witness

By:   
Its: vicar general

25 March 2008

Memo To: Archbishop Flynn

From: Father Kevin McDonough

Re: Two "Charter Priests" and their Relationship to the Archdiocese

Archbishop, I have your note of March 3 about Mary Bosscher's communication with you about two of our former priests and their relationship with the Archdiocese. Please permit me to address each in turn.

In regard to Gilbert Gustafson: He has been employed for several years by a consulting firm called Henderson and Associates. That firm, which includes several professionals, makes its own arrangements with parishes. We have neither banned nor recommended the firm. Rather, we allow them to tell potential parish-clients that the head of the firm, Greg Henderson, has undergone a day-long "Getting to Know the Catholic Archdiocese" program that we provide on occasion to consultants. My own belief is that, even when Greg Henderson assigns Gilbert Gustafson to work with one of the client-parishes, there is no violation of the Charter involved. My thinking is this: it would be unreasonable to expect that we would not deposit funds with a bank or fly on an airline or even contract with a garbage collection company that hired a former priest. None of that work is "priestly ministry"; the same is true for the consulting that Henderson and Associates does. Of course, given that you are among the authors of the Charter, you know much better what it does and does not permit! Please let me know what you would like to have us do in regard to that firm and our parishes.

In regard to Michael Stevens: He has a private consulting business in which he sets up computer systems and trouble-shoots them. A number of our parishes contract with him – either because they knew his work when he was in the Computer Services Team or because of word of mouth since then. The Archdiocese itself has occasionally contracted with him to come back to us on an hourly basis to trouble-shoot systems that he had developed or installed when he was on our staff. With the passage of time, the systems that he installed or developed are being phased out, and we have less and less need for the information that he alone knows. As you are aware, we are currently understaffed in the computer area, and it was proposed that Michael Stevens be put on a more stable contract or retainer. I vetoed that idea because I thought it violated or, at least, could appear to circumvent the Charter. If you think that we are violating the Charter, however, either by his independent contracting with parishes or by our occasional Archdiocesan contracting with him for the systems he left us, please let me know. By the way, I am meeting with him in early April to continue encouraging him toward laicization and an independent economic existence.

May 2, 2008

Dear Archbishop Nienstedt,

Recently I attended the National Ministry Summit in Orlando, Florida, where the initial findings of a five year study on emerging patterns in Catholic parishes were presented. While my experience of the larger church was very hopeful, I was absolutely outraged at what I observed in the attendees from our own Archdiocesan Office.

In their company was **Gil Gustafson, a defrocked priest due to at least four cases of child sexual abuse**. He now acts as a consultant to both secular and ecclesial corporations. I am in utter disbelief that this man is still approved by the diocese to work with parishes as they vision and create goals and plan for the future.

He is currently working with Pax Christi parish in Eden Prairie. This also has layers of pastoral inappropriateness and scandal due to the fact that Fr. Patrick Kennedy, pastor at Pax, is a member of the family of Meier, KENNEDY, and Quinn, the law firm who represented Mr. Gustafson in both his law-suits -- another example of the conflict of interest that follows this man and his brother priests. If Fr. Kennedy has a problem with believing victims, he could at least maintain a stance of "indifference" as St. Ignatius would define the term, so that his parish would not be a place where victims experience further distancing from their parish and their God.

While I acknowledge Gil Gustafson's role as consultant in the "Grapevine Group" in the secular arena, I find it unconscionable that he is still being employed by the archdiocese, in an "under the radar" sort of way. Through the years, Gil has positioned himself as a victim, convincing Rev. Kevin McDonough and Archbishop Harry Flynn, that he is the one who has been so unfairly treated. He says he has "done his time," and "paid his dues." From the public documents I have seen, he spent four and a half months in jail, completed probation, and paid a \$40 fine. The people he abused and their families will never be able to fully recover. What he took from them has no time frame and no financial amount.

You could perhaps speak with [REDACTED] and hear the story of their [REDACTED] Gil Gustafson abused this child for years. The child's life took a down-ward spin from there and [REDACTED] Did Gil kill this boy? No. Would this have happened to [REDACTED] if Gil wasn't in his life? Good question. But Gil did abuse him, and the sad story goes from there.

In the year 2000, when a woman came forward saying something had triggered a memory of herself being abused by Gil Gustafson, she went to Rev. Kevin McDonough and was treated with disdain and disbelief, not exactly what a victim needs when they are coming forward. He dismissed her as mentally ill and said she didn't fit Gil Gustafson's profile, e.g. preference for boys. Again, I am compelled to believe that Rev. McDonough was not aware of the letter written in 1988 from Bishop Robert Carlson to Archbishop John

Roach stating that Gil Gustafson was also inclined to "some inappropriate sexual acting out" with late adolescent women, as well.

The spin Andy Eisenzimmer put on this case in the media was that Rev. McDonough didn't understand what this woman, [REDACTED] was saying. What's not to understand about "I remember being abused by Gil Gustafson?" If you have any interest at all in this, you should hear the story as accounted by this [REDACTED]

If there was no other story in the world from families who have suffered in this way, this one will make future generations shake their heads and their fists in disbelief.

The Archdiocese has continually protected Gil Gustafson, saying he deserves a chance and that he is cooperating in their "research" on what happens with sexual abusers. "Research" was a ruse for Gil Gustafson to get more sympathy from others. On May 24, 2002, the St. Paul Pioneer Press quoted Archbishop Flynn as defending the then Fr. Gil Gustafson's continued work in the Church. "His church superiors have encouraged his work because he offers an honest account of his failings and helps clergy to understand the importance of the origins and prevention of sexual abuse. This work involved a contribution to the church and to society, without permitting him to have authority over children."

In a follow-up article in the Pioneer Press on May 26<sup>th</sup>, 2002, the writer continues, "Gustafson found a second career as an expert on sexual abuse. He is on the board of the Interfaith Sexual Trauma Institute, based at St. John's Abbey and University in Collegeville, MN, and speaks on the topic to Catholic and Protestant Clergy groups. He also works on Administrative matters for the Archdiocese of St. Paul and Minneapolis." (I don't think you need any history on the trouble that the Interfaith Sexual Trauma Institute at St. John's has experienced.)

Was no one minding the store? Gil Gustafson is a master of convincing people he is the victim. If you read the Pioneer Press articles from the point of view of a survivor, it sounds absurd. Two brilliant men, Rev. Kevin McDonough and Archbishop Harry Flynn needed "research" from the first hand experience of a pedophile?

I'm hoping that Kevin McDonough's research may finally be over and it's time for Gil Gustafson to get his sleazy self and his personal demons removed from the payroll of the Catholic Church, anywhere in the world.

Thank you for tending to this atrocity.

In Christ, [REDACTED]

# Memorandum

OFFICE OF THE CHANCELLOR FOR CIVIL AFFAIRS

Andrew J. Eisenzimmer: 651-291-4405

**DATE:** May 12, 2008  
**TO:** Archbishop John C. Nienstedt  
**FROM:** Andrew J. Eisenzimmer  
**SUBJECT:** Gil Gustafson

---

Archbishop, you received a letter from [REDACTED] and asked if I could comment on what she states in the letter regarding Gil Gustafson.

First, you may recall that [REDACTED] was one of the people who sued the [REDACTED] alleging misconduct by Father Roney. I believe she is also the [REDACTED]

[REDACTED] makes a number of statements about matters pertaining to Gil Gustafson that are incorrect.

Gil Gustafson was a priest of the Archdiocese and in the early 1980s he was charged with abusing a [REDACTED]. He entered a plea of guilty to certain charges and spent some time in the workhouse. At the present time he has no assignment by this Archdiocese.

In fact, Gustafson has agreed that he will not present or hold himself out as a priest, agent or employee of the Archdiocese, he will not wear clothing or other symbols that publicly distinguishes Roman Catholic clergy or lead to confusion in the minds of the general public as to his status in regard thereto, he will not use or accept the title that by custom, usage or practice identify Roman Catholic clergy, he has an affirmative duty to take consistent, explicit steps to avoid being identified or presumed to be a member of the clergy or a priest and he has agreed that he has no office, faculties, assignment or presbyteral ministry in the Archdiocese or any other diocesan or eparchial entity of the Roman Catholic Church.

There were two or three lawsuits alleging abuse by Gustafson. All have been settled. It is not true, as [REDACTED] states, that my former law firm, Meier, Kennedy & Quinn, represented Gustafson in the lawsuits. The firm did represent the Archdiocese and the parish, but not Gustafson. Gustafson was represented originally by Theodore J. Collins and more recently by Paul Engh. (It is correct that Father Patrick Kennedy is the son of one of the founding members of that firm; Father Kennedy, however, would not have had any connection with the firm or its work in these matters).

I am uncertain whether Gil Gustafson is doing any consulting work for the Church of Pax Christi. I understand that he works for a company which does consulting work and which may do some of that work for various parishes. To the best of my knowledge, that company is not doing any work for the Archdiocese.

[REDACTED] states that with respect to one lawsuit, I put some spin on the case in the media. She is mistaken. That case was handled by Tom Wieser and I do not recall any significant media comments made by Tom in the matter. The alleged victim in that case did sue Father McDonough and Archbishop Flynn personally, alleging that they defamed her and caused her emotional distress. I believe those claims were dismissed and her remaining claims against the parish and the Archdiocese were settled.

There is nothing which prevents Gil Gustafson's employer from offering its consulting services to our parishes. And I assume that Gustafson may be the person providing some of those services, but I do not know that for certain. I do assume that those who may be using his services would likely be quite aware of his background.

Once you have reviewed this memorandum, let me know if there is an action you would like me to take regarding these matters.

Thank you.

May 20, 2008



Dear

I am in receipt of your letter of May 2, 2008, concerning the former priest, Gilbert Gustafson whom you recently saw at the National Ministry Summit in Orlando, Florida. I write to inform you that after the Dallas Charter went into effect, Mr. Gustafson voluntarily and permanently withdrew from any priestly ministry or identification. It is my understanding that he has taken a secular job which does bring him into contact with Catholics on occasion.

You should further know that the Archdiocese has not hired Gustafson nor his firm nor do we intend to do so. I believe that this is the only control that we have over someone who is no longer a member of the Archdiocesan presbyterate.

Assuring you of my good wishes, I remain

Cordially yours in Christ,

A handwritten signature in dark ink, appearing to read "John", written over the printed name.

Most Reverend John C. Nienstedt  
Archbishop of Saint Paul and Minneapolis

cc: Reverend Kevin McDonough  
Mr. Andrew Eisenzimmer



CONGREGATIO  
PRO DOCTRINA FIDEI

00120 Città del Vaticano,  
Palazzo del S. Ufficio

May 27, 2008

PROT. N. 699/2004-27375

(In responsione fiat mentio beati nomen)

**CONFIDENTIAL**

Your Excellency,

This Congregation received the letter of April 21, 2008 concerning the case of **Rev. Gilbert John GUSTAFSON**, a priest of your Archdiocese who has been accused of the sexual abuse of minors.

After having examined the case and in light of the fact that Rev. Gustafson is presently retired, this Dicastery has decided to confirm all the restrictions already established by an administrative act in accord with number 8b of the *Essential Norms*. At the same time, this Dicastery also asks Your Excellency to monitor Father Gustafson's priestly life so that he does not constitute a risk to minors and does not create scandal among the faithful. Your Excellency is, furthermore, to impose upon Rev. Gustafson the obligation to offer Mass every Friday for the rest of his life in reparation for the sins of abuse committed by clerics against minors.

With fraternal regards and prayerful best wishes, I remain

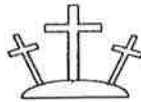
Sincerely yours in Christ,

✠ Angelo Amato, SDB  
Titular Archbishop of Sila  
*Secretary*

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His Excellency  
**The Most Reverend John Clayton NIENSTEDT**  
*Archbishop of Saint Paul and Minneapolis*  
226 Summit Avenue  
Saint Paul, MN 55102-2197  
U.S.A.





St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
7/7/2008

Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest cover under the charter. He was involved in sexual misconduct with minor males in the early 80's. This resulted in criminal charges and jail time at that time. Gil has been involved with the POMS program since 2005. I have attached an annual report of his compliance during the past year along with the signed plan for the coming year. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

1. ☒ I support this plan as is
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt



Date: July 8, 2008

Respectfully

  
Tim Rourke  
Promoter of Ministerial Standards

C: Father Kevin McDonough



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Annual Report

Tim - Thanks for  
this report.  
Please see my  
question on p. 2.  
Thanks  
KMD

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/17/07 to 7/15/08

CONTACTS: I have met with Gil on five occasions during the monitoring period. These all took place at his residence in West St Paul. I have also had collateral contacts with Gil's personal therapist, Bob Faas, during the period.

MONITORING PLAN SPECIFICS: Gil continues to be compliant with all of the monitoring criteria, to the best of my knowledge. He is very open in out conversations. He has also completed a relapse prevention plan as recommended by Project Pathfinder in their evaluation in the fall of 2006.

1. I have confirmation from Bob Faas that Gil continues to see him regularly at a minimum of once a month. He says that recently the emphasis has been in Gil's progress into the lay world of work
2. Gil also utilizes his counselor as a spiritual director. Bob Faas indicates that he utilizes many therapeutic techniques to include various levels of spirituality and the role that plays in Gil's life.
3. Gil continues to avoid any situations that involve him being around minors.
4. Gil continues to have no involvement in any ecclesiastical ministry. This was initially a point of contention with him but he has adjusted to the decision that he performs none of those duties.
5. I continue to do periodic checks of Gil's personal computer to see if he is viewing anything that could be construed as counterproductive to his sexual sobriety. I have found nothing to indicate he is using the internet for anything inappropriate.
6. One of the recommendations from his Project Pathfinder evaluation Gil was to complete a relapse prevention plan. Gil worked hard on this with some assistance of his counselor and completed it in November.
7. Gil continues to report to me any travel away from home with his departure and return dates.

SUMMARY: Gil is a former priest covered under the Charter. He was involved with minor males as their minister in inappropriate sexual activities. He was eventually charged with criminal behavior resulting in jail time and a period of community probation. Gil is open about his attraction to young males. He focuses on avoiding situations which could cause

arousal and fantasy to ever escalate in his mind. He is penitent over his acting out in the past and verbalizes being caught as beneficial as he fears had that not occurred he may have had more difficulty. All of his past misconduct occurred in the early 80's while he was at St Mary's in White Bear Lake.

Gil remained in active ministry until the charter in 2002. He was involved in extensive therapy and remains involved with regular counseling today. Gil had been doing some ecclesiastical ministry at the inception of POMS programming in 2005 but has been cooperative in ending that ministry as well.

Gil, after his last evaluation, did some very difficult and therapeutic work in writing a relapse prevention plan. He completed that last August. He discussed at length his sexuality and attraction to minor males and methods he has and will continue to actualize to prevent any potential for future misconduct. Included in his resources are God, prayer, meditation and friends to name a few.

Gil has been working with a partner in a consulting business providing services to primarily non profits. He has enjoyed doing some behind the scenes development as well as some actual speaking to groups. He is working with his counselor in attempting to branch out more to "for profit" business in a way to expand his horizons past primarily religious agencies.

Gil has a large network of friends who he travels with often during the year. He is very connected to his brother priests in the Archdiocese and has many close relationships. He also owns his home with another priest. His outgoing personality makes it easy for him to enjoy many friendships and is rewarding for him. These groups are also integral in his continuing to maintain proper boundaries in his life. He is also very aware of his needs for surrounding him self with friends. His keen awareness of his sexual issues and there existence make his continued chaste existence attainable.

Gil's awareness of his affliction and the constant need to be aware of his surroundings are what has allowed him to exist peacefully since his criminal activity took his freedom away. He loves being a priest even with little or no possibility for any future activity in that area. He utilizes prayer and love of God as necessary to his plans for his future. He is mindful of places to avoid and how to utilize his support when having any difficulty. He is on a very positive tract for continued sexual sobriety and enjoys his lifestyle as it presently is with few reservations. He would naturally love to be involved in ministry again but realistically understands that possibility is minimal.

Gil has agreed with the POMS plan for the coming year. He continues to be open and in my opinion very honest in our discussion. He professes some uncomfortable feelings as my presence always reminds what he did in his past that resulted in his present situation in life. There are still areas that need his attention for the future such as work, alcohol use and continued counseling. Presently he seems to be working effectively and plans on continuing that in the future.



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Annual Report  
8/19/2009

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/15/08 to 7/14/09

CONTACTS: I have met with Gil on six occasions during the monitoring period. These have all occurred at his residence in West St. Paul. I have had other related phone contact with Gil as well as with his personal therapist Bob Faas.

MONITORING PLAN SPECIFICS: Gil has continued, to the best of my knowledge, to be in compliance with the monitoring criteria including all restrictions placed on his ministry under the charter.

1. I have confirmation from Gil's counselor, Bob Faas, that he has continued to see him regularly, about once per month, during the monitoring period.
2. Gil continues to utilize Bob for his spiritual direction. Bob informs me that he utilizes many therapeutic techniques in his work and incorporates various aspects of spirituality in his sessions. He says that Gil is very active in these spiritual aspects in his therapy.
3. I have had contact with Jan Butcher who facilitates a support group for men in clergy of which Gil is an active participant on a monthly basis. She attests to his attendance and participation.
4. Gil's personal computer continues to show no signs of any pornographic material.
5. Gil continues to keep me informed of his trips away from home.
6. Gil continues to be a willing participant in the POMS program. He makes himself available to meet with me when requested and is very open in discussing his particular sexual issues.

SUMMARY: Gil is a former priest covered under the charter for the protection of children and young people. He was involved in sexually abusive behaviors with several minor males who he had a pastoral relationship with during his active ministry. There was also a civil judgment for an abusive relationship with a female, however, Gil denies that occurring. He admits to a sexual fixation with minor males and realizes this will be a lifetime effort on his part to avoid situations where this attraction could be provoked. He spent time in Jail after a criminal complaint in the early 80's of his abuse of a young man in his parish. The sexual exploitive behavior all took place during the early years of the 1980's while he was in a parish in White


Tim - Thanks for  
this thorough  
report. The second  
to last paragraphed  
(which I marked)  
is  
reasoning  
1/11/09

Bear Lake. There have been no similar allegations since that time. Gil remained in a non parish work until the charter in 2002.

Gil continues to utilize a very active therapeutic support system in his life. Counseling and a facilitated support group as well as an active social life with many priests including travel and weekend activities. Gil is well aware of his sexual attractions being deviant and has done much to assure his never again acting on these attractions. He wrote a prevention plan after his evaluation at Pathfinders in 2006 and continues to utilize that in his therapeutic life.

Gil started saying a mass alone each Friday after the directive from his Archbishop. He states this has been a rewarding spiritual act for him which he had not done for some time.

Gil continues to be active in a business relationship working primarily doing consulting with non profits. He enjoys doing some behind the scenes development as well as speaking to groups. He continues in his hope to branch out to do more corporate groups in the future.

 Gil continues to be open and honest in discussing his life and his attractions. He has not been involved in any illicit sexual behavior since the 1980's. He is intelligent and knows how to avoid any precursors or preoccupation with these attractions. He utilizes many support systems through counseling and surrounding himself with many friends.

Gil agrees with the monitoring plan and has signed his agreement for the coming year.



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
8/19/2009

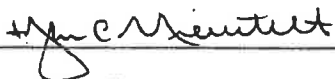
Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. He was involved in sexual misconduct with minor males in the 1980's while working in ministry at a parish in White Bear Lake. Gil in entering his fourth year of monitoring under the POMS program. I have attached an annual report of his compliance during the past year. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience.

1. ☒ I support this plan as is
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt

  
\_\_\_\_\_

Date: 8-19-09

Respectfully

  
Tim Rourke  
Promoter of Ministerial Standards

C: Father Kevin McDonough



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Annual Report  
7/19/2010

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/14/09 to 7/13/10

CONTACTS: I have met personally with Gil on six occasions during the monitoring period. I have had contact as well with his group facilitator and counselor.

MONITORING PLAN SPECIFICS: Gil has continued, to the best of my knowledge, to be in compliance with all of the monitoring criteria during the past year. +

1. I have confirmation from Gil's counselor, Bob Faas that Gil continues to see him on a regular basis. Bob directs him through therapy with techniques incorporating aspects of spiritual direction in their sessions.
2. I have received confirmation from Jan Bucher, attesting to Gil's regular attendance with her directed support group comprised primarily of Catholic clergy. She indicates that he has come regularly for the past eleven years.
3. Gil has continued to inform me of any trips he takes out of town.
4. Gil has continued to meet with me when requested and has been very open in our discussions.

SUMMARY: Gil is a former priest covered under the charter for the protection of children and young people. He was involved in sexually abusive behaviors with several minor males who he had a pastoral relationship with during his active ministry. There was also a civil judgment for an abusive relationship with a female, however, Gil denies that occurring. He admits to a sexual fixation with minor males and realizes this will be a lifetime effort on his part to avoid situations where this attraction could be provoked. He spent time in Jail after a criminal complaint in the early 80's of his abuse of a young man in his parish. The sexual exploitive behavior all took place during the early years of the 1980's while he was in a parish in White Bear Lake. There have been no similar allegations since that time. Gil remained in a non parish work until the charter in 2002.

Gil continues to do some consulting, primarily with non profits, to supplement his compensation from the Archdiocese. He has several sources he works with, however, the recent economic turmoil has made his income decline sharply in the past year. He still feels secure but continues to research other options for income.

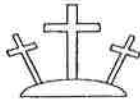
Gil continues to be very open in discussing his particular sexual issues with minors and how it is an ever present part of his life. He is very aware of his need to be constantly addressing his particular attraction to youth to be certain it doesn't become a problem for him. He has much support among

professions as well as a deep seated support system of friends and acquaintances. He travels whenever financially possible with friends and seems to enjoy healthily adult relationships.

Gil continues to be aware of the restrictions placed on him by the church and self reports that he is abiding by them. He continues to say a weekly mass for victims of clergy abuse as directed by his Archbishop. He continues to live in a home in West St Paul which he owns with another priest in the Archdiocese.

Gil continues to be very conversational in our discussions and willing to discuss his particular issues with attractions when the issue comes up. He has reviewed the monitoring conditions for the coming year and signed his agreement.





St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
7/19/2010

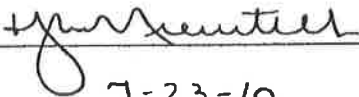
Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. He was involved in sexual misconduct with minor males in the 1980's while working in ministry at a parish in White Bear Lake. Gil is entering his fifth year of monitoring under the POMS program. I have attached an annual report of his compliance during the past year. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest

1. ☒ I support this plan as is
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_  
\_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt

  
\_\_\_\_\_  
Date: 7-23-10

Respectfully

  
Tim Rourke  
Promoter of Ministerial Standards

C: Father Kevin McDonough



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
8/9/2011

Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. He was involved in sexual misconduct with minor males in the 1980's while working in ministry at a parish in White Bear Lake. Gil is entering his sixth year of monitoring under the POMS program. I have attached an annual report of his compliance during the past year. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience

1. ☒ I support this plan as is
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_  
\_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt

\_\_\_\_\_

Date: 8-9-11

Respectfully

\_\_\_\_\_  
Tim Rourke  
Promoter of Ministerial Standards

C: Father Kevin McDonough



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Annual Report  
8/9/2011

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/13/10 to 7/12/11

CONTACTS: I have met personally with Gil on six occasions during the monitoring period. I have had contact as well with his group facilitator and counselor.

MONITORING PLAN SPECIFICS: Gil has continued, to the best of my knowledge, to be in compliance with all of the monitoring criteria during the past year. +

1. I have confirmation from Gil's counselor, Bob Faas that Gil continues to see him on a regular basis. Bob directs him through therapy with techniques incorporating aspects of spiritual direction in their sessions.
2. I have received confirmation from Jan Bucher, attesting to Gil's regular attendance with her directed support group comprised primarily of Catholic clergy. She indicates that he has come regularly for the past approximately twelve years. The group meets two times per month except for the summer.
3. Gil has continued to inform me of any trips he takes out of town.
4. Gil has continued to meet with me when requested and has been very open in our discussions.

SUMMARY: Gil is a former priest covered under the charter for the protection of children and young people. He was involved in sexually abusive behaviors with several minor males who he had a pastoral relationship with during his active ministry. There was also a civil judgment for an abusive relationship with a female; however, Gil denies that occurring. He admits to a sexual fixation with minor males and realizes this will be a lifetime effort on his part to avoid situations where this attraction could be provoked. He spent time in Jail after a criminal complaint in the early 80's of his abuse of a young man in his parish. The sexual exploitive behavior all took place during the early years of the 1980's while he was in a parish in White Bear Lake. There have been no similar allegations since that time. Gil remained in a non parish work until the charter in 2002.

Gil continues to reside in a modest house in West St. Paul which he owns together with another priest. He receives compensation from the Archdiocese and does some consulting with non profits. He continues to find some work, however, nothing like past years as the

Tim - Thanks for  
keeping in touch  
with Gustafson.  
I believe he has

done  
good  
work  
on his  
boundaries  
KID

economy has been instrumental in cutting down on his resources. He supplements, when necessary, from his savings. He states that he feels he is alright financially at present.

Gil has always been very cognizant of his particular sexual preferences. He realizes that he needs support to always be aware of areas that could be of concern. He is very open in conversation regarding attractions and how he avoids them. His awareness and self imposed controls and support makes his life easier to live and as time goes by makes him less likely to involve himself in further misconduct. He actually is an excellent example of all the right things to do for a person with similar sexual preferences.

Gil maintains a healthy and active lifestyle. He enjoys the company of many friends he has made over the years. He enjoys golf with friends as well as travel. He is a very personal and intellectually gifted person who is always interesting to meet with and discuss a wide range of topics. He went over the continued restrictions placed on his for the coming year and signed his agreement with them.



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards

Annual Report

9/25/2012

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 7/13/11 to 9/25/12

MONITOR: John Selvig, POMS

CONTACTS: Gil has been seen five times during this reporting period. Contact has also been made with both his support group facilitator and former therapist.

MONITORING PLAN SPECIFICS:

1. Gil discontinued a long term (since 1983) counseling relationship with Bob Faas one year ago, prompted in part by Bob wishing to withdraw from offering these services due to the death of his son and by Gil no longer feeling in need of ongoing counseling. In a recent conversation, Mr. Faas indicates that Gil was a highly motivated participant in counseling, but he does not appear in need of further therapy to address his sexual acting out, and does not present a danger. The requirement for continued counseling has been suspended unless Gil professes a further need.
2. Jan Bucher, who runs a directed Support group for Priests, indicates Gil attends groups consistently, and only misses when he is on vacation. Gil has been involved with this same closed group for the past several years, and will continue involvement. Attendance is verified through regular contact with Jan.
3. Gil still has not set up a new Spiritual Director, though he indicates he has met a Jesuit priest in Omaha who hopes will agree to serve. As this process has been dragging on for several months, a goal was set for him to line up a SD by this Fall.
4. Gil has been cooperative with the reporting process for POMS, and appears to remain compliant with ministerial and contact with minor restrictions. The plan is to continue to meet with him every two months.

SUMMARY: Gil is a former priest covered under the 2002 Charter as he was involved in sexually abusive behaviors in the early 1980's with several minor males with whom he had a pastoral relationship. There was also a civil judgment for an abusive relationship with a female; however, Gil denies that occurring. He admits to a sexual attraction to pre-pubescent and pubescent adolescent males and realizes this will be a lifetime effort on his part to avoid situations where this attraction could be provoked. He spent time in Jail after a criminal complaint in the early 80's of his abuse of a young man in his parish. There have been no similar allegations since that time.

Gil resides alone in his single family house in West St. Paul, having been bought out by a former co-owner priest who moved out. He supports himself through a stipend from the Archdiocese and self-employment as a human resources consultant for various religious and social service agencies. He is a personable, social person seems to have a healthy social life through his work and friends. He reports his health is good, and not experiencing any life stressors.



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
9/25/2012

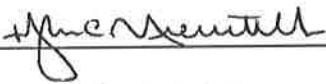
Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. He was involved in sexual misconduct with minor males in the 1980's while working in ministry at a parish in White Bear Lake. Gil is entering his seventh year of monitoring under the POMS program. I have attached an annual report of his compliance during the past year. I am now presenting this for your approval or for any changes you would like to make on this plan. I would suggest that you mark one of the spaces below and return to myself at your earliest convenience

1. ☒ I support this plan as is
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_  
\_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this

Archbishop John C. Nienstedt

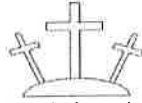
  
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Date: 9-25-12

Respectfully

  
John Selvig  
Promoter of Ministerial Standards

C: Father Kevin McDonough



Promoter of Ministerial Standards  
St. Paul/Minneapolis Archdiocese  
Ongoing Report

Name: Gilbert Gustafson

MP Period: 8-15-12 to

5/10/13: met with Gil at his home. Discussed pending legislation Child Victim Act, could open him and the church up to more lawsuits as it lifts statute of limitations for 3 years. Would be a window of opportunity for his victims to come forward. Thinks there are three out there from late 1970's to 1982. No publicity has come to him yet. Overall things going okay, reports business not as busy as it could be, but no financial issues. Discussed gay marriage issue, seems imminent in MN to pass. Nothing much new is going on in the Uncommon Conversation project. Wrapping up another year in Jan Bucher's group. Has been meeting with new SD, January through April, has signed attendance report. (1/14, 2/7, 3/16 and 4/11). Feels he is a good fit for him for SD. Gillick has referred to Gil as a "pragmatic narcissist". While missing formal ministerial duties, he says as baptized Christian, he has an outlet to do "ministry" by helping out friends, and talking with them. Keep on quarterly meetings as charter level priest. JS

2/20/13: Met with Gil at home. Processed the Panel, and where they want to go with it. He will continue as consultant in the process, but not as much as active participant. Jan Bucher's group going strong. Has met with new SD Fr. Gillick in Jan and Feb., had questions about how should sign attendance forms, said he could fill out form and have Fr sign it, (as Fr G is blind). Will have attendance forms next meeting. His business is okay, not as good a year as in 2011. RE: Traveling, going to Ireland with priest friend and nun for 12 days in May. JS

11-15-12: Met with Gil at his home. Putting a lot of work into planning the upcoming Uncommon Conversation Presentation at St Thomas. Will have him, another active priest who inherited a parish where previous priest was abuser, a couple victims, and Restorative Justice Coordinator from the Dept of Corrections. Says invites were done by invite only, not widely advertised. Discussed his Relapse Plan that he wrote up few years ago, I wanted to get concrete examples of how he uses it as the plan is written is quite conceptual, low on practical specifics. He indicates he remains aware of his attractions to adolescent boys, how he does internal journaling about it, removes himself from direct contact with teenagers, and makes sure to make disclosure to those he works for about his criminal history while a priest. I asked him for an example where had to remove himself from a risk situation, he cited a time he was doing strategic planning which involved interviewing teenagers, he made sure he was removed from direct contact.

RE: travel, he used to notify Tim R when he would travel, to cover his bases, but Tim eventually dropped requirement. He indicated he no longer travels for work.

MONT PLAN: 1) Still attending Jan Bucher's group. 2) Spiritual Director - says Fr Larry Gillick, a Jesuit priest and trained SD at Creighton University has agreed to be his SD. Met through Dick Rice. Was on retreat with him in October. He is legally blind, lives in Omaha, but travels through TC area often, they have agreed to meet at MSP airport on layovers or while he (Gillick is in MN for retreats) Gil also said he is willing to drive to Omaha if necessary (seemed extreme). Will next see him in Jan or Feb. Gil agreed to submit signed attendance sheets or have Larry e-mail with quarterly updates on contact. 3) Quarterly Contact with POMS. JS

11-6-12: message out for Gil to set up meeting. JS

9-19-12: Spoke with Bob Faas, he confirmed that one year ago, partly due to son's death, he scaled back his practice, feels Gil had progressed to the point that he no longer needed therapy for his sexual acting out, does not consider him a danger. He was highly motivated to participate. Js

9-18-12: Spoke with Jan Bucher, she explained her credentials, Master of Divinity Degree & SD Cert. Runs directed Priest Support group, combo of psychological and spiritual in approach. 5<sup>th</sup> year in operation, meets 2 times per month Sept through may, started by Bob White and Gil, closed group, deals with shame, etc. Gil very motivated, only misses when he is taking a vacation, and he always calls her. I indicated to her that I would take her word at this in lieu of requiring signed attendance forms. JS

9-18-12: left message for Jan Bucher at 612-925-5926 RE: Support group. JS

9-18-12: Left message for Bob faas at 612 724 9179: RE: Therapy status with Gil. JS

8/26/12: Gils' reply by e-mail:

Hi John:

Sorry to be slow in responding I was up on the North Shore this past week. I will mail a copy of the release form to Jan Bucher. We next meet on September 11. I would presume you could call her in a week or so to allow time for the USPS to deliver the form. Sometime after Labor Day would make the most sense.

I will send a release to Bob Faas as well. I have not spoken with him in a year so I am not sure how he will respond to the request, but I will certainly send him the release form.

Let em know what contact information you will need in order to obtain the information you desire from Jan and Bob. I will mail you copies of the completed release form.

Gil

**Gil Gustafson**

994 Livingston Ave.

West St. Paul, MN 55118

(651) 295-0421

gustafsong55102@yahoo.com

8/20/12: E-mail sent to Gil with copy of ROI

8/15/12: HV- Met with Gil at his house in St. Paul. Resides alone, used to own house with friend, but bought him out. Reports he is self-employed doing "Human Resource Development" things such as strategic planning, coaching, team building, mostly for religious orders, Catholic Charities, Project for pride in Living and other Social Services programs. Reports he does inform the clients who do not know him about his past.

Reviewed past history, indicates he has diagnosis of ephebophilia, which for him is sexual attraction to pre-adolescent and adolescent males 12-15 years old.



Recs by Project Path dated 12/06: 1) Prepare written Relapse prevention Plan, 2) Continue Supportive Relationships; 3) Continue in pursuit of meaningful work; 4) Seek out NEW therapy relationship( for objective second opinion) . 5) Possible issue of alc abuse, drinks to intoxication on periodic basis.

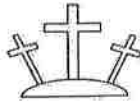
Wrote Relapse Prevention Plan in August 2007. Journal negative events in life.

Was in therapy with Bob Faas since 1983 until one year ago, when Bob discontinued offering services due to son , who was Navy Seal, was killed. Does not feel currently needs therapy. Prior exposure to SAA groups from 1985 until 1998.

Jan Bucher facilitates support group for priests dealing with issues of sexuality. Still attending, bi-weekly, from Sept thru June, at Jan's house in Mpls. Jan contact info 612-925-5926.

RE: SD has met a Jesuit priest in Omaha (Creighton University) Larry Gillick through Dick R former SD who he is waiting to hear back on being his SA. (This process has been going on for several months per Tim's notes.) He agreed to finalize arrangement this FALL.

Indicates things are going fine for him, he gets social needs met though his work activities. Support from sister Cathy, has regular contact with her. Not reporting any life stressors or health issues at present. Reviewed Mon Plan, and he signed. He will continue to attend Bucher's support group, and have updated ROI signed so I can verify attendance, Set up SA by next meeting with him. I will meet with him every 4-6 weeks, I will send him ROI forms by e-mail for Bucher and Faas.



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
7/9/2013

Archbishop John C. Nienstedt  
226 Summit Avenue  
St Paul, MN 55102

Dear Archbishop Nienstedt

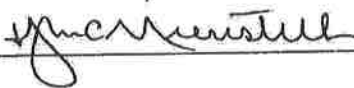
You will find attached a monitoring plan on Gilbert Gustafson. Gil is a former priest covered under the charter. He was involved in sexual misconduct with [REDACTED] Gil has been involved with the POMS program since 2005. I have attached an annual report of his compliance during the past year. I am now presenting this for your approval or for any changes you would like to make on this plan. Please mark one of the spaces below and return to myself at your earliest convenience. Thank you.

Respectfully

  
John Selvig  
Promoter of Ministerial Standards

1. ☒ I support this plan as is.
2. ☐ I support the plan with the following specific change(s) \_\_\_\_\_
3. ☐ I want to talk with you about this before I am ready to approve this.

Archbishop John C. Nienstedt



Date: 7-10-13



St. Paul/Minneapolis Archdiocese  
Promoter of Ministerial Standards  
Annual Report  
7/9/2013

NAME: Gilbert Gustafson

LEVEL OF MONITORING: Level 1; Charter

DATES OF MONITORING: 9/26/12 to 7/9/13

MONITOR: John Selvig, POMS

CONTACTS: Gil has been seen three times during this reporting period at his home. Contact has also been made with his support group facilitator.

MONITORING PLAN SPECIFICS:

1. Gil attends a directed Support group for Priests in Minneapolis run by Jan Bucher, a certified Spiritual Director through Creighton University during the school year months. Gil has been involved with this same closed group for the past several years, and will continue involvement. Attendance is verified through regular contact with Jan.
2. Gil has attained a new Spiritual Director, Fr Larry Gillick, a Jesuit priest, and trained Spiritual Director at Creighton University in Omaha, NB. He sees Fr Gillick as he travels through Minneapolis, or by phone. Attendance has been attested to through signed verification.
3. Gil has been cooperative with the reporting process for POMS, and appears to remain compliant with ministerial and contact with minor restrictions. This reporter did review his relapse prevention plan with him. He is being seen on a quarterly basis.

SUMMARY: Gil is a former priest covered under the 2002 Charter as he was involved in sexually abusive behaviors in the early 1980's with several minor males with whom he had a pastoral relationship. There was also a civil judgment for an abusive relationship with a female; however, Gil denies that occurring. He admits to a sexual attraction to pre-pubescent and pubescent adolescent males and realizes this will be a lifetime effort on his part to avoid situations where this attraction could be provoked. He spent time in jail after a criminal conviction in the early 80's for his abuse of a young male in his parish. There have been no similar allegations since that time.

Gil resides alone in his single family house in West St. Paul. He supports himself through a stipend from the Archdiocese and self-employment as a human resources consultant for various religious and social service agencies. He is a personable, social person seems to have a healthy social life through his work and friends. He reports his health is good, and not experiencing any life stressors. He is very knowledgeable and likes to discuss issues surrounding the Catholic Church. He speaks openly about the harm he has caused. While missing formal ministerial duties, Gil indicates as a baptized Christian, he has an outlet to do "ministry" by talking to and helping out friends. Last November, he was part of a panel for an event he helped plan called *Uncommon Conversations* which discussed the consequences of the Catholic Church sexual abuse crisis, where he was able to share some of his experiences as an abusive priest.